



Saint Paul Public Schools

Regular Meeting

Tuesday, February 18, 2014 5:45 PM

**SAINT PAUL PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NO. 625**

BOARD OF EDUCATION



Mary Doran
Chair



Keith Hardy
Vice Chair



John Brodrick
Clerk



Anne Carroll
Treasurer



Jean O'Connell
Director



Louise Seeba
Director



Chue Vue
Director



ADMINISTRATION
Valeria S. Silva
Superintendent

BOARD OF EDUCATION COMMITTEES

Committee of the Board – Keith Hardy, Vice Chair

SPPS VISION STATEMENT

Imagine every student
Inspired, challenged, and cared for by exceptional educators
Imagine your family
Welcomed, respected, and valued by exceptional schools
Imagine our community
United, strengthened, and prepared for an exceptional future
Saint Paul Public Schools: Where imagination meets destination

MISSION of the Saint Paul Public Schools – PREMIER EDUCATION FOR ALL

Long-Range Goals Adopted by the Board:

HIGH ACHIEVEMENT

**Learners will understand the relationship between their lives and the lives of others,
And the relevance of their educational experiences to their roles in society.**

MEANINGFUL CONNECTIONS

**Learners will understand the relationship between their lives and the lives of others,
and the relevance of their educational experiences to their roles in society.**

RESPECTFUL ENVIRONMENT

The learning environment will be safe, nurturing and equitable for our diverse learners.

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
REGULAR MEETING OF THE BOARD OF EDUCATION
Administration Building
360 Colborne Street

February 18, 2014
5:45 PM

A G E N D A

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. PUBLIC COMMENT** (Time Certain 5:30 p.m.)
- IV. APPROVAL OF THE ORDER OF THE AGENDA**
 - A. Order of the Consent Agenda
 - B. Order of the Main Agenda
- V. APPROVAL OF THE MINUTES**
 - A. Minutes of the Regular Meeting of the Board of Education of January 21, 2014 6
- VI. COMMITTEE REPORTS**
 - A. Committee of the Board Meeting of February 11, 2014 14
 - 1. Revised Budget Guidelines 23
- VII. RECOGNITIONS** (Time Certain 6:30 p.m.)
 - A. Recognition of Former Board Member, Elona Street-Stewart 24
 - B. Acknowledgement of Accomplishments of SPPS Students 25
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 - B. Negotiations Update
 - C. SSSC 2.-0 Update 83
 - D. Human Resource Transactions 88
- IX. CONSENT AGENDA**

The Consent Agenda Items below fall under one or more of the following Strategic Plan Goals: 1) Achievement, 2) Alignment and 3) Sustainability.

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F. Bids

X. OLD BUSINESS

XI. NEW BUSINESS

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B. Project Labor Agreements 116

1. 1780 West 7th Street - Replace/repair concrete masonry units & new exterior finish

2. Galtier Community School - Interior renovation to accommodate personalized learning curriculum 117

3. Hazel Park - Flooring Replacement

4. Humboldt Junior High School - Entry addition, site improvement & interior renovations

5. Humboldt Senior High School - Replacement of floor finishes on 3rd floor & replacement of corroded pool piping, pool water supply and returns

XII. BOARD OF EDUCATION

A. Information Requests & Responses

B. Items for Future Agendas

C. Board of Education Reports/Communications

XIII. FUTURE MEETING SCHEDULE

A. Action to Schedule Board of Education Meeting for Non-Renewal Of Teachers (June 10, 4:30 p.m.) and move COB start time to 5:00 p.m.

B. Board of Education Meetings (5:30 unless otherwise noted) 120

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XIV. ADJOURNMENT

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION
January 21, 2014

I. CALL TO ORDER

The meeting was called to order at 5:32 p.m.

II. ROLL CALL

PRESENT: Ms. O'Connell, Mr. Brodrick, Mr. Vue, Ms. Carroll, Ms. Doran, Ms. Seeba, Mr. Hardy, Ms. Walker, CEO, Ms. Cameron, Assistant General Counsel, Ms. Polsfuss, Assistant Clerk

III. PUBLIC COMMENT (Time Certain 5:30 p.m.)

- Bob Zick – SPPS security, charges for building use for police training, cost of operation for SPPS
- Rosie O'Brien – SPFT EA bargaining team re: contract negotiations

IV. APPROVAL OF THE ORDER OF THE AGENDA

- A. Order of the Consent Agenda
- B. Order of the Main Agenda

MOTION: Ms. Carroll moved approval of the Order of the Consent Agenda and the Order of the Main Agenda with noted changes. Ms. O'Connell seconded the motion:

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

V. APPROVAL OF THE MINUTES

- A. Minutes of the Regular Meeting of the Board of Education of December 17, 2013
- B. Minutes of the Saint Paul Public Schools Board of Education Annual Meeting - January 7, 2014

MOTION: Ms. O'Connell moved approval of the Minutes of the Regular Meeting of the Board on December 17, 2013 and the Annual Meeting of January 7, 2014. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes

Ms. Seeba
Mr. Hardy

Yes
Yes

VI. COMMITTEE REPORTS

A. Committee of the Board Meeting of January 14, 2014

The meeting began with the COB Chair reminding Board members of various protocols and agreements that were in effect for the meeting.

The first item on the business agenda was an update by Wells Fargo on the Other Post Employment Benefits (OPEB) Trust. They provided a brief history of the trust and the current financial status of the trust.

This was followed by a presentation by the Deputy Ramsey County Auditor and Treasurer on Tax Increment Financing (TIF) and its impact on the schools. He stated overall, TIF is revenue neutral for schools.

Representatives from MMKR provided the Final Audit Report for the fiscal year ended June 30, 2013 to the Board. They indicated they had audited the financial statements of the governmental activities, each major fund and the aggregate remaining fund information of the District along with the related notes to the financial statements. The audit was conducted under auditing standards generally accepted in the U.S. *Government Auditing Standards* and the U.S. Office of Management and Budget (OMB) Circular A-133.

MMKR has issued an unmodified opinion on the District's basic financial statements. They reported no deficiencies in the District's internal control over financial reporting that were considered material weaknesses. Results of their testing disclosed no instances of noncompliance that are required to be reported under *Government Auditing Standards*.

The Schedule of Expenditures of Federal Awards was fairly stated, in all materials respects, in relation to the basic financial statements. The results of their tests noted two instances of noncompliance with eligibility requirements both of which have been addressed by administration.

RECOMMENDED MOTION: That the Board of Education accept the Auditor's Report with thanks.

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

Staff then presented details on the Second Budget Revisions for 2013-14. These included \$15.2 million in re-appropriations and \$10.9 million in revisions to the General and Community Service Fully Financed Funds. The new budget balance (revenue) is \$684.6 million and \$715.3 million in expenditures. The General Unassigned Fund Balance is \$31.5 million or 5.9%.

RECOMMENDED MOTION: That the Board of Education approve the revised budget for FY 2013-14 as presented.

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

The Chief of Staff presented an update on teacher negotiations and staff presented an update on the SSSC 2.0 strategic plan community outreach and public relations plans.

The Board work session included a Board Check-In, Finalization of Outside Committee Assignments, Plans for Conference Attendance and a Discussion on Future Board Meetings.

MOTION: Ms. Seeba moved, seconded by Ms. O'Connell, that the Board accept the report on the January 14 COB meeting and approve the minutes as published.

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

VII. RECOGNITIONS

- A. Recognition of Former Board Member, Elona Street-Stewart was moved to the February Board Meeting.

VIII. SUPERINTENDENT'S REPORT

- A. Negotiations Update

The Chief Executive Officer reported on SPFT mediated negotiations. She indicated they had now reached 10 tentative agreements with discussion continuing on class size and wages as well as other items. Another session is scheduled on February 6.

- B. SSSC 2.0 Outreach Plan

The Assistant Director of Strategic Planning and Policy made the presentation. She noted SSSC 2.0 began with an assessment of the original SSSC strategic plan and builds on the foundation established by that plan. Outreach efforts include the accomplishments of the original SSSC. To this end, a brochure has been developed that summarizes those accomplishments.

Plans are in place to develop presentations for general and targeted audiences. These targeted presentations highlight relevant data specific to SPPS student groups and ways in which SSSC 2.0 will work to increase achievement and eliminate racial disparities.

A website was developed for SSSC at www.spps.org/strong schools and it currently includes dates for the State of the District address on January 30th that will introduce SSSC 2.0, dates of presentations on SSSC 2.0 for community and staff, links to VisionCards and archival information on the current SSSC plan. The website will ultimately include an overview of the SSSC 2.0 strategic plan, links to accomplishments under the current SSSC plan, FAQs and additional components as needed.

Face-to-face presentation on the SSSC 2.0 will be made at the State of the District address, the family and community information sessions, employee information sessions, information booths at various events and Parent Advisory Committees (PACs).

Family and community information sessions will provide a presentation on SSSC 2.0, Q & A and will stream live online. Translators and childcare will be provided. Dates and locations are:

- Sunday, February 9 – a webinar at 5:00 p.m.
- Thursday, February 13 at Como Park High School 6:30 p.m.
- Thursday, February 27 at Washington Technology Magnet 6:30 p.m.
- Saturday, March 8 at Harding High School 10:00 a.m.

Administration will also meet with community groups and target audiences as requested and existing district parent groups.

An Information booth was available at the School Choice Fair and will be set up at the February 22 Thinking College Early Fair as well as additional events as requested.

Employee information sessions are scheduled for February 6 7:30 a.m. American Indian Magnet; February 7, Noon – 345 Plato; February 11 7:30 a.m. Groveland Park Elementary; February 20 4:30 p.m. Benjamin E Mays and February 25 2:30 p.m. Central High School. Presentations are also planned for each school site.

QUESTIONS/DISCUSSION:

- What if a community group or PTO wanted a special session? Whom do they contact? Is that information on the website? Response: If it is not already there, staff will make sure it is on the website with the Assistant Director of Strategic Planning and Policy the contact person.
- On communications at each school site, how is administration planning to reach out to PTOs at school sites to provide the information to parents and community members? Response: The presentation is being made at school sites in order to make the presentation for staff and interested community. It has been found that the already scheduled community sessions are places where parents come to hear general information and targeted information and get their questions answered. The presentation will be made available to PTO's who want a specific session as well as working with the parent advisory committees.
- A Board member noted it was important to reach out to PTOs who may not be those who call frequently; administration should take it upon itself to reach to all parent communities.
- When administration is asking principals to communicate this with employees, are they being asked to do the same with parent groups? Response: Yes
- District councils as well? Response: Yes
- As this is different, what is being done to bring it to legislators and city council members? How are they being involved? Response: Use will be made of the meetings already scheduled. Administration is also expecting Board members to carry those messages to the District Councils and SPPS will also rely on Board members to carry the message to their legislative contacts. The Legislative Liaison will also talk to legislators and deliver the message along with various SPPS staff members. All existing avenues will be utilized to get the message out.
- A logistical question on the webinar, is there a maximum number and how is the signup process being communicated? Response: Staff is not aware of a maximum so it is not too concerned. People do not have to sign up; all participants will be accepted that evening.

C. Human Resource Transactions

MOTION: Ms. Carroll moved that the Board approve the Human Resource Transactions for the period November 26, 2013 through December 31, 2013 as published along with the two principal placements just received (L. Saatzer, Interim Principal Farnsworth Lower and J. Kaufmann, Interim Principal for John A. Johnson). Ms Seeba seconded the motion.

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

IX. CONSENT AGENDA

The Board extended it thanks to the community partners providing a variety of assistance to SPPS students.

MOTION: **Ms. O'Connell moved the Board approved all Consent Agenda Items as published. The motion was seconded by Ms. Carroll.**

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

1. Gifts

BF 29568 Ecolab Foundation Gift to Humboldt High School 2014
That the Board of Education authorize the Superintendent (designee) to accept the \$17,000 gift from the Ecolab Foundation and provide a letter expressing appreciation for the gift.

BF 29569 Ratification of Gift Accepted from General Motors (GM) to the Saint Paul High School Automotive Program in the amount of \$18,270.00
That the Board of Education ratify the administration's action to accept the gift of the GM Cadillac Escalade EXT valued at \$18,270.00 to the Saint Paul Public Schools High School Automotive Program to advance and support educational programming for students and staff in preparing for the transition to postsecondary enrollment and completion.

BF 29570 Greater Twin Cities United Way Gift
That the Board of Education authorize the Superintendent (designee) to send a letter of appreciation to the Greater Twin Cities United Way's 2013 Holiday Wishes Program for its gift.

BF 29571 Highland Park Senior High School Gift Acceptance of \$9,000.00
That the Board of Education authorize the Superintendent (designee) to accept the donation of \$9,000.00 from Gene Bard in memory of his late wife Margaret Bard for a student scholarship and that the Superintendent (designee) send a letter of appreciation to Gene Bard.

B. Grants

BF 29572 Request for Permission to Submit Grant Applications to the Saint Paul and F. R. Bigelow Foundations to Support Transition Activities for Students Entering Middle School and High School
That the Board of Education authorize the Superintendent (designee) to submit a grant to the Saint Paul and Bigelow Foundations for funds to implement student transition activities in grades six and nine; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 29573

Request for Approval to Apply for Funds from the Minnesota State High School League's Foundation

That the Board of Education authorize the Superintendent (designee) to submit an application to the Minnesota State High School League's Foundation for monies being awarded to high schools in the State of Minnesota; to accept funds, if awarded; and to implement the project as specified in the award documents.

C. Contracts – None

D. Agreements

BF 29574

Lease Agreement with Teatro del Pueblo at the Baker Center

That the Board of Education ratify execution by the administration of a Lease Agreement between the District and Teatro del Pueblo for lease of space at the Baker Center for the term January 1, 2014 through June 30, 2014, for monthly rent of Three Hundred and 72/100 Dollars (\$300.72) and subject to all other terms and conditions of said agreement.

E. Administrative Items

BF 29575

Establishment of the Classified Position of Business Analyst for Independent School District No. 625 and Relevant Terms and Conditions of Employment

That the Board of Education of Independent School District No. 625 approve the establishment of the Business Analyst job classification effective January 21, 2014; that the Board of Education declare the position of Business Analyst as classified; and that the pay rate be Grade 16 of the 2012-2013 Professional Employees Association standard ranges.

BF29576

Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 123.70 Health Standards: Immunizations

That the Board of Education excludes the named students from school effective January 30, 2014, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

BF 29577

General Liability, School Leaders Legal Liability and Auto Insurance

That the Board of Education authorize the Superintendent to renew a 12-month policy for general liability, school leaders legal liability, and auto insurance coverage with Riverport Insurance for the period February 1, 2014 through January 31, 2015, at a cost of \$879,512 for the policy term.

BF 29578

Monthly Operating Authority

That the Board of Education approve and ratify the following checks and wire transfers for the period November 1, 2013 – November 30, 2013.

General Account	#606606-608311	\$72,184,265.21
	#0000402-0000437	
	#7000395-7000442	
	#0000072-0000093	
Debt Service	-0-	\$0.00
Construction	-0-	<u>\$1,595,645.89</u>
		<u>\$73,779,911.10</u>

Included in the above disbursements are 3 payrolls in the amount of \$52,184,356.76 and overtime of \$274,209.54 or 0.53% of payroll.

Collateral Changes

Released	None
Additions	None

And, that the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending April 31, 2014.

BF 29579

Property Insurance

That the Board of Education authorize the Superintendent to renew a 12-month policy for property insurance coverage with Affiliated FM for the period February 1, 2014 through January 31, 2015, at a cost of \$553,742 for the policy term.

F. Bids – None

X. **OLD BUSINESS** – None

XI. **NEW BUSINESS** – None

XII. **BOARD OF EDUCATION**

1. Information Requests & Responses

- Ms. Carroll suggested, since timing of when Board members might be talking to peers, colleagues and district councils, administration send District councils a summary of the power points and any additional information needed along with links to archival information right away so they have it in a timely manner.
- Ms. O'Connell noted that many district councils send most of their information out in electronic newsletters. She indicated she was sure they would publish any information SPPS sent to them. She asked that links be provided as well for anyone looking to find further information.
- Mr. Hardy asked that the various issue forums and networks be included as well.

2. Items for Future Agendas

- Mr. Hardy asked for an update at an upcoming COB from the St. Paul Public Schools Foundation on tutors in place in the schools.

3. Board of Education Reports/Communications

- Director O'Connell provided a review of her attendance at the recent Council of Great City Schools Annual Conference noting it concentrated on racial equity. She noted particular interest in the work the Portland Public Schools is doing with their special education and ELL students.
- She also provided an update on the recent Minnesota School Boards Association Leadership Conference.

XIII. **FUTURE MEETING SCHEDULE**

A. Action to Schedule Additional Board of Education Meetings.

MOTION: Ms. Carroll moved the Board schedule the following additional Board meetings: 1) A Special Closed Board of Education Meeting for Tuesday, December 9, 2014 for the purpose of the Superintendent's Evaluation. 2) A Closed Board of Education Meeting on February 11 at 4 p.m. on Labor Negotiations and 3) a Closed Board of Education Meeting on February 18 at 4 p.m. on Labor Negotiations. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

B. Board of Education Meetings (5:30 unless otherwise noted)

- February 11 – CLOSED BOE on Labor Negotiations 4:00 p.m.
- February 18 – CLOSED BOE on Labor Negotiations 4:00 p.m.

- February 18
- March 18
- April 15
- May 20
- June 24
- July 15
- August 19
- September 23
- October 14
- November 18
- December 16

C. Committee of the Board Meetings (4:30 unless otherwise noted)

- February 11 – 5:30 p.m.
- March 4
- April 8
- May 6
- June 10
- July 15
- September 9
- October 7
- October 28
- December 2

XIV. ADJOURNMENT

MOTION: **Ms. O'Connell moved the meeting adjourn, seconded by Ms. Seeba.**

The motion was approved with the following roll call vote:

Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

The meeting adjourned at 6:17 p.m.

For clarity and to facilitate research, these minutes reflect the order of the original Agenda and not necessarily the time during the meeting the items were discussed.

Prepared and submitted by
Marilyn Polsfuss
Assistant Clerk, St. Paul Public Schools Board of Education

**MEETING MINUTES
COMMITTEE OF THE BOARD MEETING
February 11, 2014**

PRESENT:

Board: Mary Doran, Jean O'Connell, Anne Carroll, John Brodrick, Louise Seeba, Chue Vue, Keith Hardy

Staff: Superintendent Silva, Michelle Walker, Jackie Allen, Matt Mohs, Andrew Collins, Sharon Freeman, Marsha Baisch, Christine Osorio, Mary Gilbert, Steve Unowsky, Jean Ronnie, Sue Schneider, Marie Schrul, Jackie Turner, Julie Schultz-Brown, Theresa Battle, Ryan Vernosh, Liz Keenan, Efe Agbamu, Jeff Lalla, Julie Coffey, Laurin Cathy,

Other: Karen Woodward, Mike Anderson, Gale Smaller, John Auty, Cedric Stripling, Keri Schultz, Leonard Madsen, Suzanne Rekow, Joan Duncanson, Caitlin Reid, Coonye La Conche, Karen Palmer, Roy Magnuson, Tina Scholl, Carrie Asmus, Thomas Stiasco, Scott Richards, Amy Denvnik, Rosie O'Brien, Nancy Sato-Tambe, James Layler, Pete Grebner, Shelly Storelee, Sue Snyder, Wendy Miller, Diane Labovitch, Laurel Kuhner Berber, Ana Miranda, Megan Doerr, Lori Gerten, Gwen Kessler, David Palm, George Buriness, Sherla Shackle, Gail Ghare, Jamie Thompson, Mary Leuse, Adrain Pendelton, William Moore

I. CALL TO ORDER

The meeting was called to order at 5:32 p.m.

II. AGENDA

A. St. Paul Public Schools Foundation: Spotlight on Tutoring Partnership and New Lens Urban Mentoring Program

The mission of the foundation is "to rally investments of time and resources to support academic success in the Saint Paul Public Schools". Their focus is in three major areas: the Tutoring Partnership for Academic Success, the New Lens Urban Mentoring Society along with fund development and grant making. The Foundation is a small organization that is connected, flexible, resourceful and collaborative with schools and organizations across St. Paul. They support and partner with the District as well as local businesses, organizations; schools and programs to achieve their vision of helping every student succeed.

1. The New Lens Urban Mentoring Society is a cross-generational mentorship program designed to provide young black males attending SPPS with access and exposure to culturally congruent mentors and role models. The program utilizes culturally responsive curriculum, coupled with the strategically planned individual and group activities designed to meet the mental, physical and social development needs of the adolescent black males. It is a partnership between SPPS, the SPPS Foundation and Smaller Concepts.

New Lens mentors are among the brightest African American male college students and young education professionals between the ages of 23 and 35. They represent future

leaders in politics, business, education and activism. New Lens mentors are, in turn, mentored by Sterling Club members who provide input and support to their efforts.

2. The Tutoring Partnership, launched in 2007, provides high quality and measurable support to Tutoring Partners to improve academic outcomes for Saint Paul students. They provide tutor and partner trainings, recruit quality volunteer tutors (1,500 in 2013) to work with Tutoring Partners throughout St. Paul and they provide additional volunteers, staff and, at time, financial support for specific program enhancements. SPPS encourage families to choose a Tutoring Partner for their children's out of school academic support needs.

The Partnership is a collaborative of 18 community-based organizations that provide intentional academic interventions to students in Saint Paul. Its goal is to improve program quality through research-based professional development, technical assistance and tutor training.

3. The grant-making program is to support student success through intentional support given to teachers, schools and organizations in Saint Paul to improve student success and outcomes.

QUESTIONS/DISCUSSION:

- In the New Lens Program, tell a bit more about mentors for mentors, what kinds of things does the Sterling Club mentor for? Response: The program does not take college freshman; most of the mentors are juniors and seniors. Sterling Club mentors provide support to the college mentors providing motivation, support in finding employment, how to navigate the City, access to community resources, etc.
- The formative evaluations, how are they used to help inform the mentoring work and improve outcomes? Response: Primarily through family involvement. Parents of mentees receive a survey that provides their input on areas where they would like to see improvements, periodic check-ins with parents are made to evaluate progress on the defined areas.
- Board members extended thanks to the Foundation for being there for all kids and for their work, particularly at the elementary level. It was noted that the quality and organization of the tutoring program is significantly better than it had been in the past.
- Has the Foundation seen fluctuations in its contributions? Response: The Foundation does fund raising in order to continue its long-term work. The Foundation has seen very significant growth in contributions from corporations and individuals over the past several years. It started in 2006 with zero funds; it now has a fund base of \$2.4 million.
- How many tutors are being sought for 2014-15? Response: The goal is for 1,300 tutors with 6,500 kids. There are approximately 200 slots to fill by September.
- A Board member stated she was impressed by the effectiveness of training for mentors in building their competencies. She noted participants she had spoken with were grateful for the training received.
- It was noted Sprockets has made it possible to adopt quality assessments.

B. Legislative Update

The SPPS Legislative Liaison provided additional information on the following areas:

- The Pension Merger Study
- Standard Adult High School Diploma
- Teacher Licensure
- Special Education case load
- The Integration Rule
- The Facilities Study
- The Bullying Bill
- The PreK Bill

QUESTIONS/DISCUSSION:

- The Legislative Liaison noted the Senate Education Finance Committee was holding a hearing on closing the achievement gap. The Superintendent and Mayor Coleman will be providing testimony.
- A Board member noted how important it is to reduce paperwork for Special Ed allowing teachers more time with students.
- It was noted with teacher licensure that it was important keep pedagogy and allow flexibility in judging proficiency.
- TRA and pensions, where do the lines cross around solvency? When does it get to be too problematic? Response: The St Paul Pension Fund has made the recommendation that some funds be managed by TRA. The St. Paul Pension Fund currently has a rolling amortization schedule and is now moving to a fixed amortization schedule.
- Will those changes help with bonding ratings? Response: It would improve agencies' view as they now have a long-term plan.
- Can you provide an update on minimum wage in MN? Response: Not at this time, but it will be provided in the next report.
- The Bullying Bill, are they looking at training, etc.? Response: Yes, they are looking closely at definitions and implementation to make sure it can be implemented well and with integrity.
- A pension question, where are we now? Response: The ball is back in the court of the Pension Commission and the Legislature who need to provide a package that can be evaluated relative to merging the fund. They need to look at how to deal with the deficiency in a way that is fair to St. Paul taxpayers.

C. SY 2014-15 Calendar

The calendar committee met in December and recommended two slight changes to the approved SY 2014-15 calendar:

1. Ending the first quarter on Friday, October 31, instead of Monday, November 3. This brings the days in Quarter 1 to 42 days. The rationale for this decision is:
 - Ending the quarter on a Friday allows for a smoother transition from one quarter to the next P/K/E no school conference prep. Secondary in session.
 - Ending the quarter on a Friday also gives teachers the weekend to correct finals and tabulate grades versus trying to get it done during a typical workweek while trying to get a new quarter started.
2. Move the P/K/E Conference Prep and Secondary Professional Development day from Monday, March 2 to Friday, February 27. This recommended change does change a day that students come to school – not the overall number, however. Having the P/K/E Conference Prep and Secondary Professional Development day on a Friday allows elementary teachers to connect with the specialist teachers and still have the weekend to finish the report cards.

These slight changes were vetted through the Principal Professional Issues Committee that supported them.

QUESTIONS/DISCUSSION:

- How do these changes affect the year round calendar? Response: It does not affect the start of the summer term
- How about the Cross Roads calendar? Response: It does not affect that calendar.
- Regarding multi-year calendars, are there plans for the next cycle? Response: The committee is already having that conversation particularly what other things to take into consideration. The goal is to begin development in the spring.
- The Board specified it had requested a three-year rolling calendar and requested two additional years this spring. Response: Discussion on these calendars was postponed until after discussion is completed on school start times, etc.

MOTION: Ms. O'Connell moved the Committee of the Board recommend the Board of Education approve the revised SY 2014-15 Calendar. Ms. Carroll seconded the motion.

The motion passed.

D. Quarterly Financial Report

The report was made to bring the Board up-to-date on the current fiscal year 2013-14 budget including a projection of Revenue, Expenditure and Fund Balance for June 30, 2014.

Staff noted that the fund balances within the General Fund are prescribed by the Governmental Accounting Standards Board (GASB 54). The unassigned fund balance in the General Fund is the balance of 5% referred to in Board policy. The fund balance in the Food Service fund is controlled by Federal USDA regulations.

Overall, General Fund Revenue is projected to have a small decrease of \$1.3 million in the areas of Special Education (\$0.3 m. in tuition and \$0.8 m. in aid) and Transportation (\$0.2 m.).

General Fund Expenditures are projected to increase by \$6.4 million due to the use of 6/30/13 assigned fund balance for contractual obligations and SSSC initiatives that were carried over to the current fiscal year.

These changes result in a projected unassigned fund balance of 5.9%, well within the 5% BOE policy for unassigned fund balance.

General Fund Fully Financed has no change in fund balance anticipated at this time.

The Food Service Fund's revenue increased due to greater participation and expenditures are being tightly controlled resulting in a slight increase in this fund balance of \$0.1 million.

The Community Service Fund revenues increased at a lower rate than expenditures resulting in a projected fund balance decrease of \$1.2 million.

The Community Service Fully Financed has revenues increasing at a greater rate than expenditures resulting in a projected fund balance increase of \$.53 million.

The major change in the Building Construction Fund is due to the adoption of "Pay As You Go" for the Pay 14 levy, resulting in no sale of \$11 million in Alternative Bonds in the spring of 2014. Fund balance is projected to decrease by \$16.8 million.

The Debt Service Fund balance is projected to decrease by \$1.1 million due to a decrease in investment earnings and an increase in scheduled debt redemptions.

MOTION: Ms. Carroll moved the Committee of the Board recommend the Board of Education approve the Quarterly Financial Report. Mr. Vue seconded the motion.

The motion passed.

E. FY 2015 Budget Guidelines

The Controller stated the proposed budget would reflect the SSSC 2.0 strategic plan. The budget will be prepared utilizing the following calculations:

- Revenue projections will be calculated using current law.
- Inflation – the Budget office will project salary and fringe benefits using actual salary and benefit amounts if a labor contract has been negotiated and all non-personnel budget items will reflect no more than 2% inflation except items related to contractual commitments.

- Enrollment – the Office of Research, Evaluation and Assessment and the Budget office will prepare overall enrollment projections.
- A table detailing average salary and benefits will be provided for budget projections.
- The budget should maintain an unassigned fund balance of 5% of the general fund expenditures in accordance with Board policy.

In creating the budget, a continuation of the refined, blended Site-Based and Centralized-funding method will be used for schools in FY 15. Class size ranges will determine teacher FTEs. Office staffing (Principal, AP, Clerk) and other staffing will be determined by enrollment and type of school; intervention staff will be determined by enrollment and differentiation. Non-school programs will be reported in three categories: Central Administration, District-wide Support and School Service Support.

Summary information will be presented for schools and programs in the preliminary budget document. Each summary page will include an analysis of the changes to the current year budget that will impact schools and programs. Fully Financed budgets with anticipated revenues and expenditures over \$500,000 for the 2014-15 school year will be included in the adopted budget. The adopted budget will also include a school-by-school detail of resources allocated to schools (grants, special education, operations, student activities, etc.).

Administration will present a balanced budget to the Board. The 2014-15 budget is expected to be approved by the Board no later than June 30, 2014. The adopted budget will be published on the Budget Office website (<http://businessoffice.spps.org>).

QUESTIONS/DISCUSSION:

- With the zero based budgeting model, is the question “what value does a department bring to the table and is that worth paying for” being asked? Response: There are conversations about what is important.
- To what extent will modified zero based budgeting be used? Response: The modified approach is framed around none schools budgets based on SSSC 2.0 goals and where funds need to be moved to. SPPS no longer does roll over budgets, resource allocations are based on the strategic plan.
- Board members encouraged administration to include that language in the Budget Guidelines to make it clearer decisions are based on the SSSC 2.0 plan.
- Administration was instructed to be mindful to choose budget models that fits with public education.

MOTION: Ms. Carroll moved the Committee of the Board recommend the Board of Education approve the FY 2015 Budget Guidelines with the modifications to language recommended. Ms. Doran seconded the motion.

The motion passed.

F. Negotiations Update

The Superintendent indicated SPPS continues to negotiate with a number of bargaining units: EAs, principals, teachers, school and community services. She noted negotiations have been completed with nutrition services personnel.

She then moved on to discuss the resolution being brought to the Board that would serve to alert community and staff of actions that will be taken should a strike occur.

The Chief of Staff read the Resolution as follows:

RESOLUTION

Adopting a Saint Paul Public Schools Resolution in the Event of a Strike

BE IT RESOLVED, that Saint Paul Public Schools (hereinafter "School District" or "SPPS") is committed to sound collective bargaining principles and practices to resolve differences to the mutual satisfaction of the parties and avert, to the greatest extent possible, work actions such as strikes. However, recognizing that a work action is the ultimate exercise of bargaining power unions may employ as an economic sanction against the School District in the event bargaining demands cannot be satisfied, the School District must therefore take responsible precautions to ensure necessary public services will be provided in the event such action is employed.

BE IT FURTHER RESOLVED, that in the event of a strike by the St. Paul Federation of Teachers, the Superintendent of Schools or her designee, will exercise the following powers, to include but not be limited to the following:

1. Temporarily assign and reassign personnel as needed.
2. Temporarily close school, close buildings, cancel programs or cancel activities when deemed to be in the best interests of the School District.
3. Take such other temporary emergency steps as deemed necessary for business activities and for the safety of students, staff and property.
4. Advise all employees of their rights and responsibilities during a strike and the School District's rules regarding striking employees.
5. Take such actions as necessary to lay-off non-essential employees.
6. Determine essential employees, excluding members of the teacher bargaining unit that must report to work during the strike.
7. Amend the school calendar to make up lost instructional time.

BE IT FURTHER RESOLVED, that in the event of a strike action against SPPS, the following will apply uniformly and consistently in accordance with state laws to all teachers who engage or participate in such strike action, for the duration of the strike:

8. Teachers who are absent from any portion of his/her work assignment without permission of the appropriate Supervisor on the date or dates when a strike occurs will be presumed to have engaged in a strike on such date or dates and will not be permitted to return to work until the conclusion of the strike.
9. No striking employee will be paid wages or benefits. For wages due prior to the commencement of the strike, SPPS will issue a paycheck on the next regularly scheduled payday.
10. SPPS will discontinue contribution to all group insurance coverage for striking employees to the extent provided by law. Such employees will be notified by letter how they may continue to maintain group coverage.
11. No striking employee will receive personal day pay.
12. No striking employee will be granted sick leave.
13. No striking employee will be eligible for any type of leave, including attendance at conferences and conventions.
14. No striking employee will receive service credit for benefit accrual purposes.
15. Any school district employee who takes part in the strike must return all School District property, including but not limited to computers, laptops and badges.

16. An employee participating in a strike is not allowed to take part in any other SPPS work assignments for the duration of the strike, whether full-time, part-time, or on a volunteer basis.
17. Striking employees will not be allowed to use SPPS facilities for the duration of the strike.

BE IT FURTHER RESOLVED, that the Board of Education and the Superintendent will designate a spokesperson(s) authorized to speak publicly on behalf of the School District in regard to labor disputes in which a strike has commenced or is imminent.

Further, the Superintendent will report all action taken in accordance with this resolution to the School Board at the earliest opportunity.

MOTION: Ms. O'Connell moved the Committee of the Board recommend the Resolution be brought forward to the February 18 Board of Education meeting for approval. Ms. Carroll seconded the motion.

The motion passed.

QUESTIONS/DISCUSSION – Board members made the following comments:

- The Board does not want to be in the position of having to implement the actions outlined in the resolution. Members are committed to resolving the contract as soon as possible and hope to make substantive progress in the next few weeks.
- This involves the relationship between teachers and the District; the Board is saddened by the fact of the impending strike vote. Such a vote reflects a lack of confidence and trust in administration and the Board on the part of the District's most important employees, classroom teachers.
- What can Board members and administration do right now to address the lack of trust exhibited by the fact that SPFT Executive Board voted to ask their membership whether they want to strike? Response: There is urgency to the situation to address the various issues before the strike vote. The root of the problem is an unsettled group of teachers in St Paul. First, the resolution is necessary to make everyone aware of what will happen in the event of a strike. SPPS was surprised by the Executive Committee vote, as they felt excellent progress had been made at the last mediation session. SPPS had received the SPFT class size proposal and indicated they would need to review it as it exceeded the parameters established by the Board. What SPPS can do now is try to find other dates for mediation before the strike vote. This does not just affect teachers; it affects kids, families and employees. The ramifications of the issue of distrust between the District and the union. Does not benefit either party and hurts the overall view of public education. The differences are in points of view and are a matter of how that view is interpreted. This environment necessitates the use strengths not weaknesses and avenues need to be developed for a new trusting relationship.
- Fundamentally, SPPS and SPFT are not far apart. The hope is both will get back to collaborating and continue the national leadership that has been SPPS's for so long. Both value public education and what it can do for kids and when differences of values occur finding a way to come together to do what is right for the kids in the classroom; "say what you need to say then come together". In the end, SPPS needs to work within the confines of funding made available to public education.

G. Standing Item: SSSC 2.0 Outreach Efforts Update

The update provided Board members with the status of SSSC 2.0 outreach efforts. Four community outreach sessions have been held to date with seven more scheduled through February into early March.

QUESTIONS/DISCUSSION:

- Excitement was expressed regarding the webinar for participation and its value as a resource for families
- What is the cost of a webinar? Response: The cost is minimal.
- Was it taped? Response: Yes, it was taped and has been added to the website.
- What is the format for in-person sessions? Response: It provides an overview of current SSSC accomplishments, a video introducing SSSC 2.0 and slides on the focus areas. It ends with a Q and A session.
- Is staff available to break into groups if there is a large turnout? Yes
- Would it be worthwhile to schedule additional webinar sessions between now and the last session? Response: That is possible.
- How can you participate in a webinar? Response: You can participate on-line on a computer or via the telephone.
- Administration recommended Board members attend an in-person session.
- If Board members attend, will they be announced? Response: Staff indicated it was protocol to announce Board member attendance.
- Will staff be prepared to support presenters if questions arise on the potential strike? Response: Yes
- It was noted that presentation have also been or are being made to various community committees and parent committees.

H. Standing Item: Policy Update

The Board Policy Work Group revised policy 414.00 to ensure language was consistent throughout and that it addressed nicotine delivery products (i.e., e-cigarettes). Language was tightened up throughout. It was recommended that the Board waive the three reading requirement as it was, only a clean-up/clarification of language.

QUESTIONS/DISCUSSION:

- How are students disciplined if they are found with tobacco product on their person? Response: The District has the right to take the product away from them. They may be disciplined but that is up to the principal.

MOTION: Ms. Carroll moved the Committee of the Board recommend the Board of Education waive the need for three reading and adopt the editorial changes to policy 414.00 Tobacco and Nicotine Free Environment and make final approval of those changes at the February 18 Board meeting. Ms. Doran seconded the motion.

The motion passed.

The need for an "Intellectual Property Policy was discussed particularly as it relates to copy right law, technological advances, digital learning and patents. The need for a policy is driven by the digital learning platform. SPPS wants to be proactive considering how much work has been done by staff for the district in developing products for SPPS that are, in turn, utilized by other districts. SPPS has had a wide variety of practices in place so there is need of more standardized practice. SPPS is a public organization, publicly funded and its documents are in the public domain so the "Creative Commons License" seems to offer a way to protect district copyrights, offer authorship attributions and provide a protection from SPPS work being misused or privatized down the road. It establishes a creative culture among organizations that would benefit from such work products. Derivatives of original product then must be shared in the same manner as the original was shared to contribute to public collaboration. The platform will push the boundaries between monetizing and open source world.

Multiple stakeholders will be engaged in order to get various perspectives and clarify expectations on how this will move forward.

QUESTIONS/DISCUSSIONS:

- It was noted SPPS does have to be careful in trying to monitor this. Does SPPS need to get out in front in this area? Response: Yes, it is important to be proactive, to look at what has been done, but develop a policy that clarifies issues such as 3D printing.
- The copyright law is clear but there are many things that do not fall under copyright law. The primary mission of SPPS is to be clear with teams that what is developed will have attributions and ownership must be defined. It is necessary that SPPS be clear about who owns what and to protect product. Additionally, there is a need to define student relationships to work done.

MOTION: **Ms. Carroll moved, seconded by Ms. Seeba, that the COB meeting be continued.**

The motion passed.

- I. Work Session – the work session items will be addressed at the continued COB meeting, D
Date and time to be determined.

1. **Board Check-In**
2. **Board Response to Media Inquiries**
3. **Discussion on Future Meetings & Change of Date for 10/28 COB Meeting**
4. **Discussion on Listening Sessions**

III. ADJOURNMENT – will be made from the continued meeting.

Respectfully submitted,

Marilyn Polsfuss
Assistant Clerk

2014-2015 Budget Guidelines (Revised 2/18/2014)

Philosophy:

The Proposed Budget will reflect the District's Strong Schools, Strong Communities (SSSC) strategic plan as adopted by the Board of Education (BOE). The budget is our financial plan that must sustain our academic plan. We must maintain a stable financial system and effective operational practices, so that our students and staff have the resources they need to succeed in and outside the classroom. School and Program budgets will use the five focus areas: Racial Equity, Personalized Learning, Program Articulations and Alignment, Post-Secondary Preparation, and Infrastructure and Systems, in their budget preparations.

Preparing Budget Calculations:

Budget Model: A modified roll-over budget method will be used.

Revenue Projection: Revenue will be calculated using current law.

Inflation: The Budget Office will project salary and fringe benefits using actual salary and benefit amounts if labor contracts have been negotiated and all non-personnel budget items will reflect no more than two percent (2%) inflation except for items related to contractual commitments.

Enrollment: The Office of Research, Evaluation, and Assessment (REA) and the Budget Office will prepare overall enrollment projections.

Average Salary and Benefits Calculation Data: A table detailing the average salary and benefits will be provided for budget preparations.

Fund Balance: The budget should maintain an unassigned fund balance of five percent (5%) of the general fund expenditures in accordance with the BOE policy.

Creating the Budget

Schools:

- Continuation of refined blended Site-Based and Centralized funding method will be used for schools in FY15.
- Class size range will determine teacher FTEs.
- Office staffing (Principal, AP, Clerk) and other staffing are determined by enrollment and type of school.
- Intervention staff are determined by enrollment and differentiation.

Non-School Programs:

- Non-School programs will be reported into three (3) categories: Central Administration, District-wide Support, and School Service Support.

Compiling and Presenting the FY15 Budget

Presentation Format: Summary information will be presented for schools and programs in the preliminary budget document. Each summary page will include an analysis of the changes to the current year budget that are impacting the schools and programs.

Fully Financed Budgets: Fully Financed budgets with anticipated revenues and expenditures over \$500,000 for the 2014-2015 school year will be included in the Adopted budget.

Other Resources Allocated to Schools: The Adopted budget document will include a school by school detail of resources allocated to schools such as grants, special education, operations, and student activities, to name a few.

The Adopted Budget: Administration will present a balanced budget to the BOE. The budget for 2014-2015 is expected to be approved by the Board of Education by June 30, 2014. The Adopted budget will be published on the Budget Office website (<http://businessoffice.spps.org>).

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: January 21, 2014

TOPIC: Recognition of Former Board Member, Elona Street-Stewart, on being the Recipient of an Award

A. PERTINENT FACTS:

1. Governor Dayton's Council on the Rev. Dr. Martin Luther King Jr. Statewide Celebration announced former SPPS board member, Elona Street-Stewart, had been chosen as one of Governor Dayton's Council on the Rev. Dr. Martin Luther King Jr. Statewide Celebration Award Winners for 2014.
2. This annual award is presented to those whose work embodies the spirit of the Rev. Dr. Martin Luther King Jr.'s life and message. Her work on behalf of all students, and especially students of color, in Minnesota is greatly appreciated by those within our local communities, but is felt statewide. We are honored to have her as an advocate for our students.
3. The award was presented to Ms. Street-Stewart at The Rev. Dr. Martin Luther King Jr. Statewide Celebration 2014 held, Monday, January 20, 2014.
4. This item is submitted by Superintendent Valeria Silva.

B. RECOMMENDATION:

That the Board of Education recognize Ms. Street-Stewart's work on behalf of all students and congratulate her on being a recipient of the Governor Dayton's Council on the Rev. Dr. Martin Luther King Jr. Statewide Celebration Award for 2014.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Acknowledgement of Good Work by Students.

A. PERTINENT FACTS:

1. St. Paul high school students have achieved some great results this year in debate. The following students deserve mention from competing in the MN Urban Debate League--
Yassin Ahmed of Como Park High School - becoming the first student of color to win the prestigious Rosemount Round Robin debate tournament. Yassin and his debate partner **Stryker Thompson** also placed in quarterfinals at the State Tournament - the first time in their school's history that they have placed at the tournament.

Ayaan Natala and **Tiana Bellamy** of Central High School becoming only the second African American women team in the country to qualify for the Tournament of Champions, taking place in KY this spring.

Dan Bannister and **Ian Dill** of Highland Park High School - placing in semi-finals at the MN State High School Debate Tournament; Dan Bannister also placed as 1st speaker at the tournament.

2. This item is submitted by Michelle J. Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education recognizes the schools above for their contributions and outstanding work.

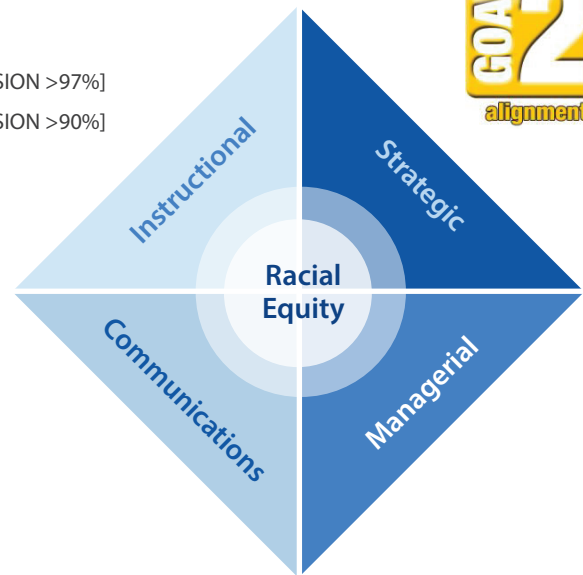
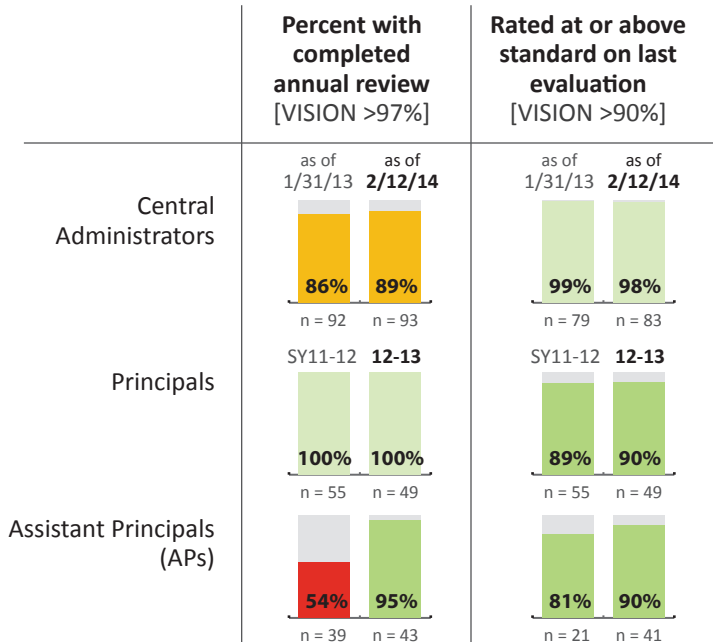
Leadership

Vision Card Levels

<70% 70-80% 81-90% 91-96% >97% [VISION >97%]

<30% 30-50% 51-70% 71-90% >90% [VISION >90%]

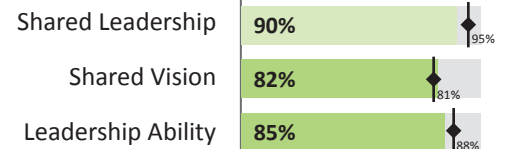
Intervene Concern Baseline Progress Vision



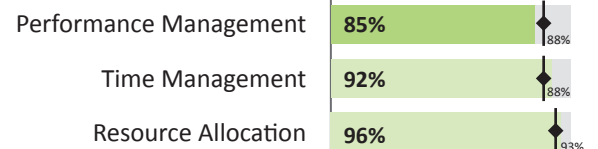
Tenured principals evaluated proficient or better in each of the leadership performance expectations SY 2012-13 (n=49) [VISION >90%]

◆ = SY11-12

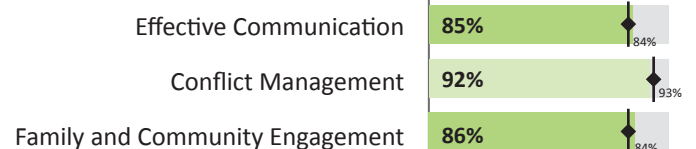
Strategic



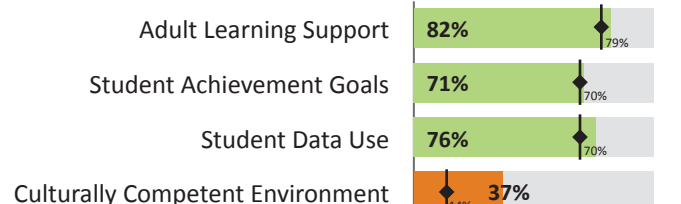
Managerial



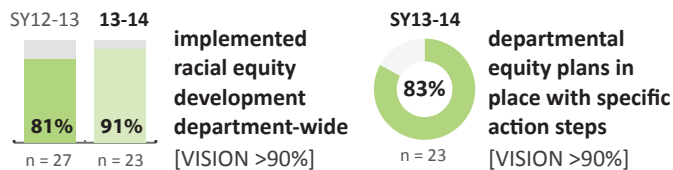
Communications



Instructional

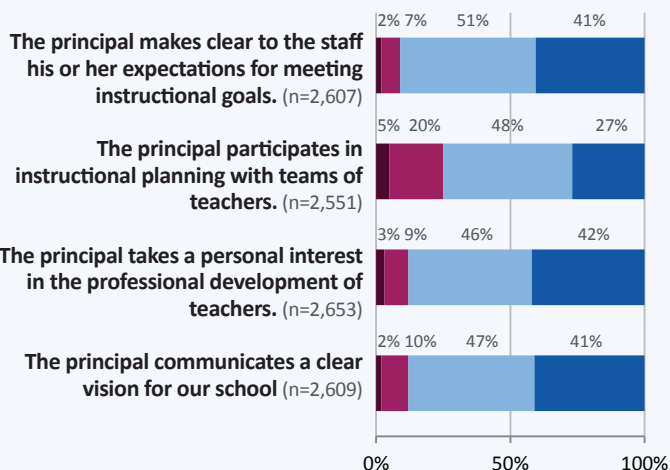


District leaders who have...



School Staff Feedback Indicators

Strongly Disagree Disagree Agree Strongly Agree



Source: University of Chicago, Urban Education Institute, Five Essentials SPSS staff survey, Spring 2013



2013-14

LEADERSHIP VISIONCARD

Marsha Baisch, Ed.D.
Assistant Superintendent, Office of Teaching,
Learning, and Leading

Laurin Cathey
Executive Director, Human Resources

Board of Education Presentation



OBJECTIVES

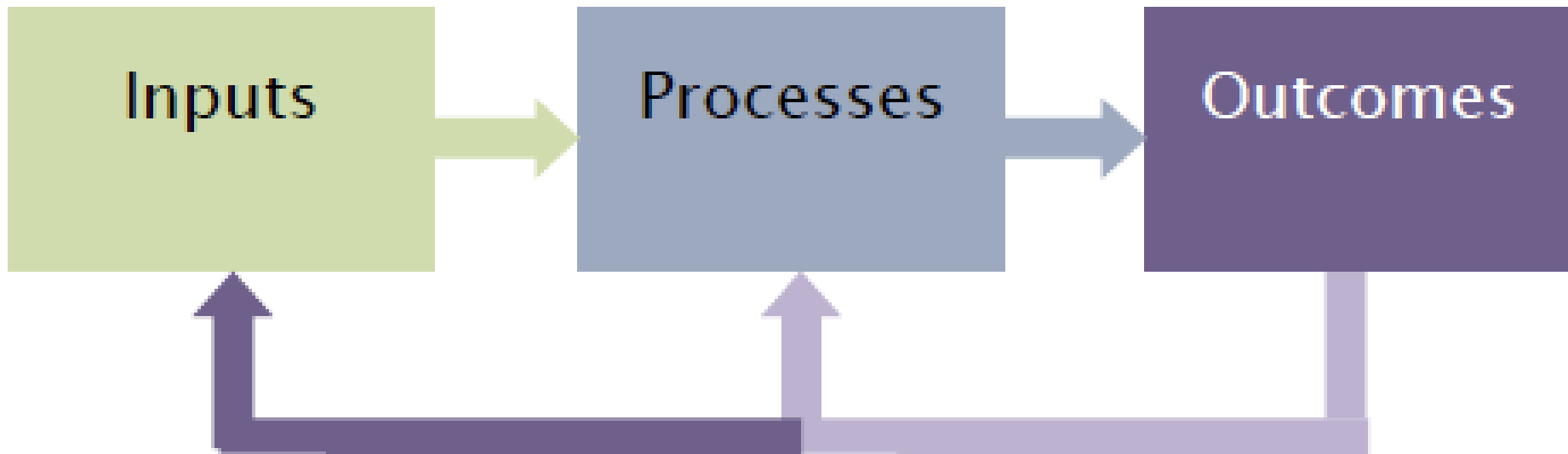


- VisionCard Background Review
- 2013 Leadership VisionCard
- School Staff Feedback Indicators
- Spotlight: Leadership Development




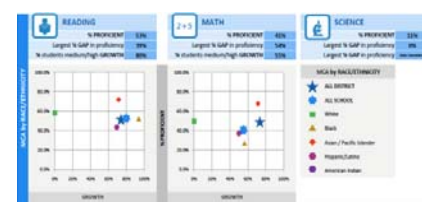
***STRONG SCHOOLS* MONITORING AND REPORTING SYSTEM**

CONTINUOUS IMPROVEMENT (TEAMWORKS MODEL)



- To improve, we need to focus on:
 - Outcomes (Achievement and Equity)
 - Processes (Rest of VisionCards)

PLANNING, MONITORING, REPORTING TOOLS

Level	Planning	Monitoring	Reporting
STRATEGIC	<p><i>Strong Schools, Strong Communities</i></p> 	<p><u>District VisionCards (8)</u></p> <p>GOAL 1 achievement Achievement Equity Student Data + Work</p> <p>GOAL 2 alignment Leadership Partnerships Professional Development</p> <p>GOAL 3 sustainability Resources Operational Excellence</p>	<p><u>VisionCard updates and presentations</u></p> <p>August: Achievement & Equity, part 1 November: Student Data + Work December: Achievement & Equity, part 2 February: Leadership March: Partnership May: Resources May: Operational Excellence July: Professional Development</p>
OPERATIONAL	<p>Department Plans</p> <p>School/Program Plans (SCIP)</p>	<p>Key Performance Indicators (KPIs)</p> <p>Academic Performance Management</p>	<p>Quarterly Business Reviews</p>  <p>School Profiles</p>
TACTICAL	<p>Job description and/or performance plan as appropriate</p>	<p>Formative Reviews</p>	<p>Summative Annual Performance Evaluation</p>



2013 LEADERSHIP VISIONCARD MEASURES AND RESULTS



VISIONCARD LEVELS

- Level 1 - Intervene
- Level 2 - Concern
- Level 3 - Baseline
- Level 4 - Progress
- Level 5 - Vision



<70%	70-80%	81-90%	91-96%	>97%	[VISION >97%]
<30%	30-50%	51-70%	71-90%	>90%	[VISION >90%]
Intervene	Concern	Baseline	Progress	Vision	

STRONG SCHOOLS, STRONG COMMUNITIES

2010	By 2014 Expect
Well-rounded curriculum	Guaranteed delivery of curriculum
Pockets of excellence	Better achievement across the school system
Principal as building administrator 	Principal as instructional leader
Site decisions made in isolation 	Shared leadership and accountability
Data used at the end of the year to tell us how we did	Data used throughout the year to inform and improve instruction

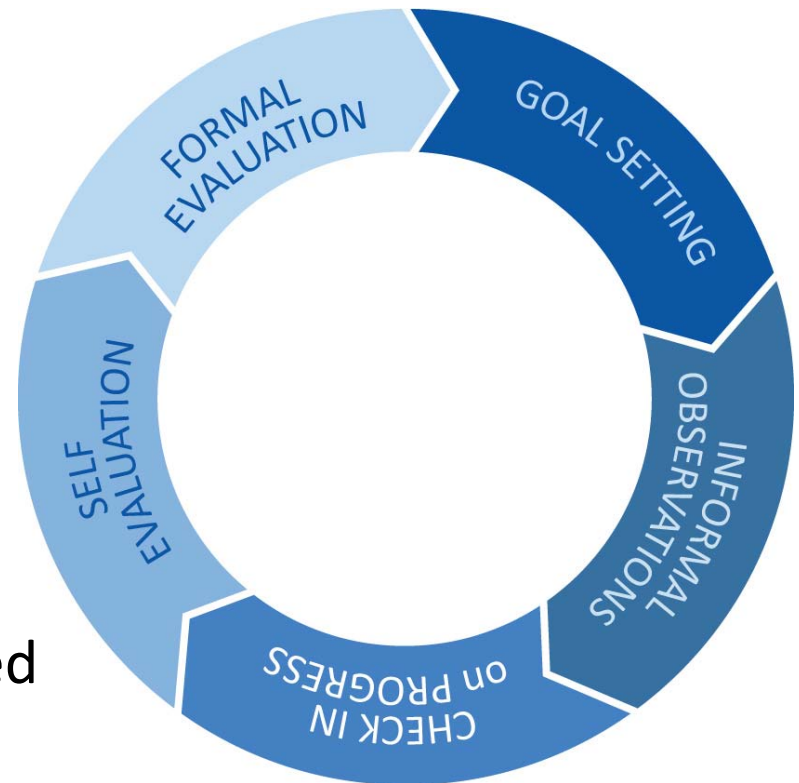
- SSSC 2.0 Goal 1 of Achievement recognizes the need for strong leadership to provide an outstanding education for all students.

LEADERSHIP STRUCTURE AND REVIEW TIMEFRAME

POSITION	REVIEW TIMEFRAME	NUMBER		
Superintendent's Direct Reports	Rolling review timeframe based on calendar year or hire date.	10		
Other District Leaders		22		
Other Central Administrators		76		
POSITION	REVIEW TIMEFRAME	TENURED	NON TENURED	TOTAL
Principals	Review timeframe based on school year. SY 2012-2013	42	8	50
Assistant Principals		40	3	43

EVALUATION PROCESS BACKGROUND

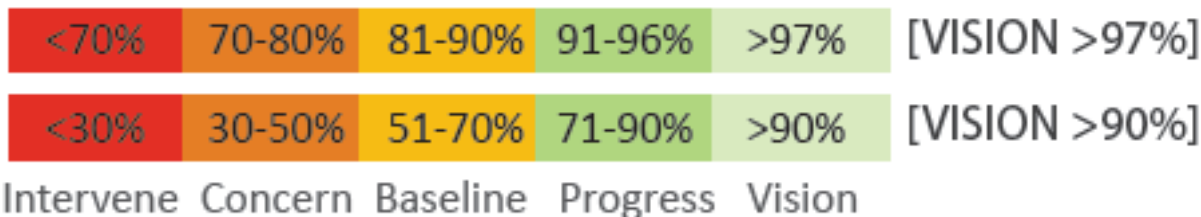
- Created evaluation tools and processes to support and monitor progress
 - Central administration
 - School leadership: principals, assistant principals, and administrative interns
- Five Essentials Survey administered annually as a tool for school improvement



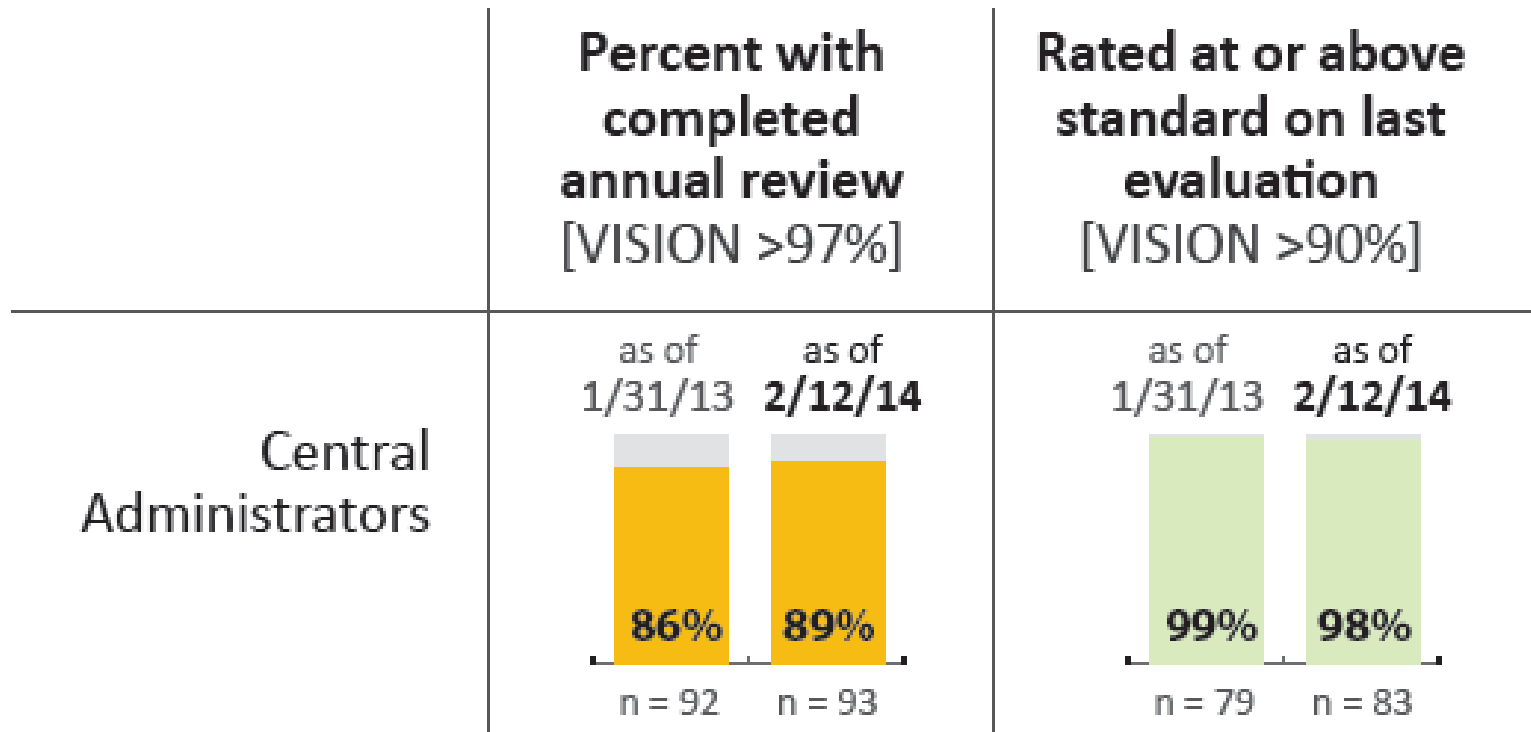
LEADERSHIP: CENTRAL ADMINISTRATORS

(Board Approved 2/19/2013)

Measure	Level 5 Vision
% of Central Administrators with a current completed annual evaluation	> 97%
% of Central Administrators rated at or above standard on last evaluation	> 90%
% of Central Administrators who have implemented racial equity department-wide	> 90%



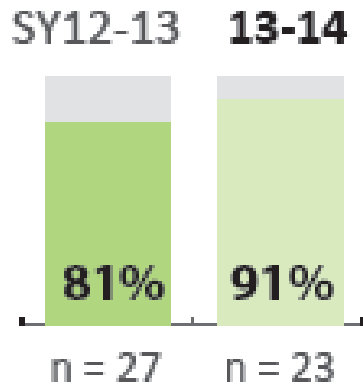
PROFICIENT CENTRAL ADMINISTRATORS



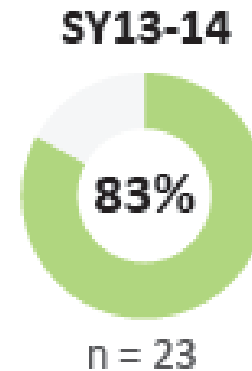
- 89% of Central Administrators have completed annual evaluations on the new evaluation cycle compared to 86% last year.
- Both years, nearly all Central Administrators evaluated met or exceeded the standard in their overall performance rating.

RACIAL EQUITY IMPLEMENTATION

District leaders who have...



**implemented
racial equity
development
department-wide**
[VISION >90%]



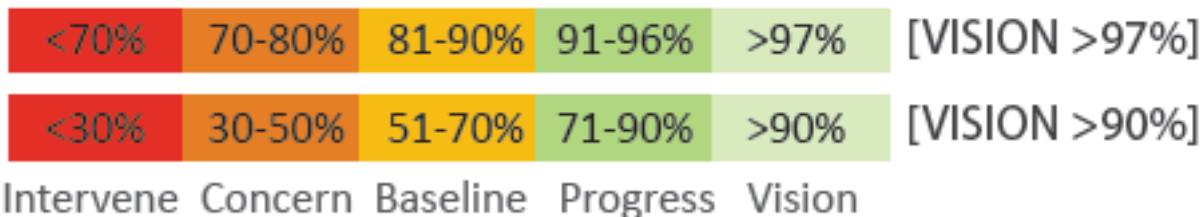
**departmental
equity plans in
place with specific
action steps**
[VISION >90%]

- District Leaders implementation of racial equity development department-wide increased by 10% moving into the Vision Level.
- 83% of Central Administrators have departmental equity plans with specific action steps.

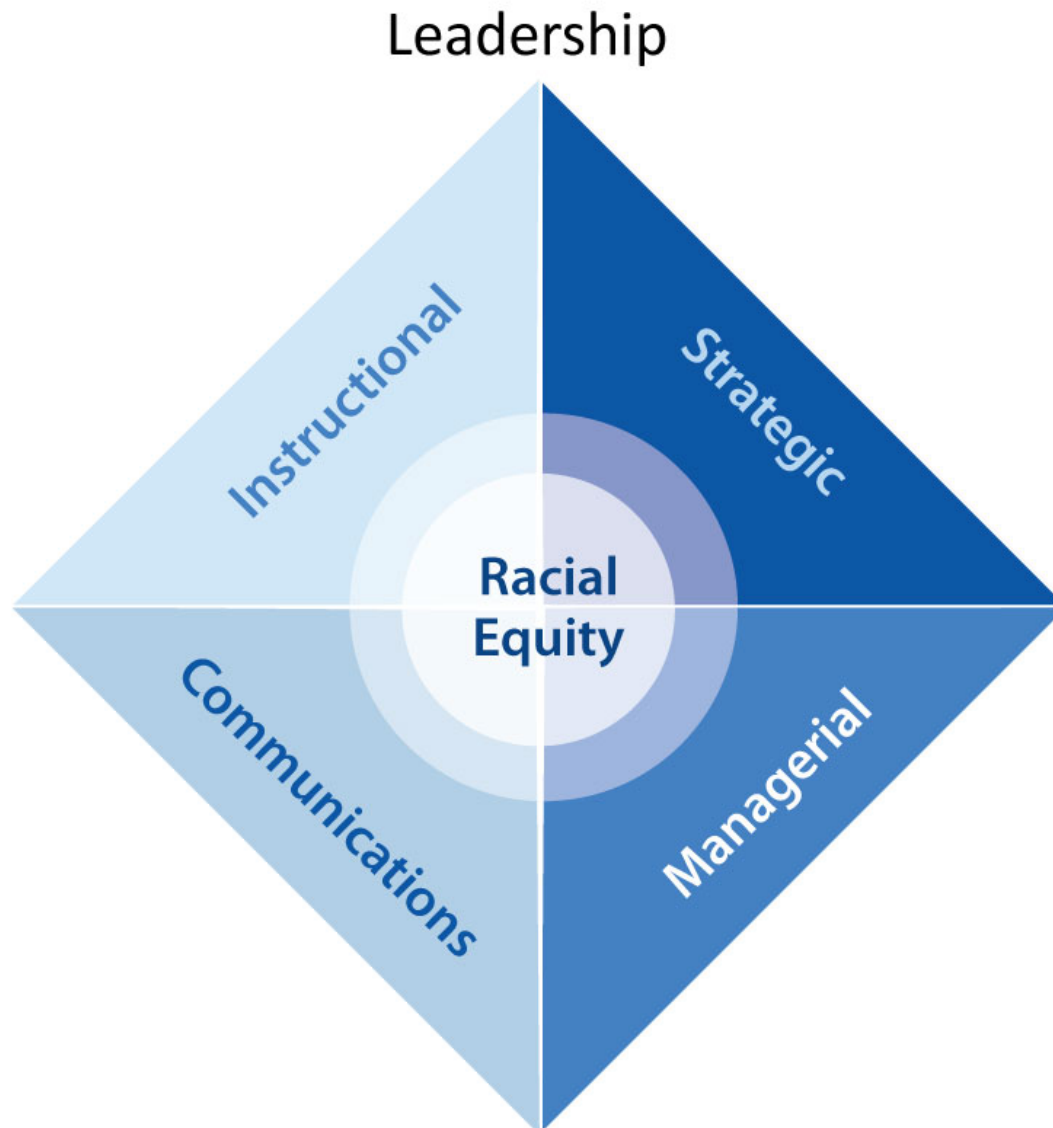
LEADERSHIP: PRINCIPALS

(Board Approved 2/19/2013)

Measure	Level 5 Vision
% of Principals with a current completed annual evaluation	> 97%
% of Principals rated at or above standard on last evaluation	> 90%
% of tenured Principals with a completed evaluation proficient or better in each of the four performance expectations	> 90%



PERFORMANCE EXPECTATIONS





PRINCIPALS (SY12-13)

	Percent with completed annual review [VISION >97%]	Rated at or above standard on last evaluation [VISION >90%]
Principals	<p>SY11-12 12-13</p> <p>100% 100%</p> <p>n = 55 n = 49</p>	<p>SY11-12 12-13</p> <p>89% 90%</p> <p>n = 55 n = 49</p>

- All Principals due for evaluation had a completed annual evaluation for SY 2011-12 and 2012-13.
- Principals rated at or above standard increased to Vision Level this year.



TENURED PRINCIPALS: STRATEGIC (SY12-13)



◆ = SY11-12

Shared Leadership

90%

Facilitates shared leadership and strategic empowerment among stakeholders

Shared Vision

82%

Generates commitment to a shared vision for the school and facilitates strategic planning

Leadership Ability

85%

Displays leadership ability and business acumen

- Shared Leadership remained at Vision Level for tenured Principals in SY 2012-13 but dropped from 95% to 90%.
- Shared Vision and Leadership Ability remained at Progress Level.
- Shared Vision increased by 1% and Leadership Ability dropped by 3%.



TENURED PRINCIPALS: MANAGERIAL (SY12-13)



◆ = SY11-12

Performance Management

Establishes processes and systems in order to ensure a high-quality, high-performing staff

85%

Time Management

Manages time effectively to support all instructional and staff development priorities

92%

Resource Allocation

Allocates resources effectively to support learning goals

96%

- Performance Management remained at Progress Level for SY 2012-13 with a 3% drop.
- Time Management moved into Vision Level with a 4% increase.
- Resource Allocation remained at Vision Level with a 3% increase.



TENURED PRINCIPALS: COMMUNICATIONS (SY12-13)



◆ = SY11-12

Effective Communication

85%

Communicates effectively and implements various forms of communication so the focus of the school can be on improved student achievement

Conflict Management

92%

Effectively and efficiently manages conflict and solves problems

Family and Community Engagement

86%

Proactively engages families and communities in supporting their child's learning and the school's learning goals

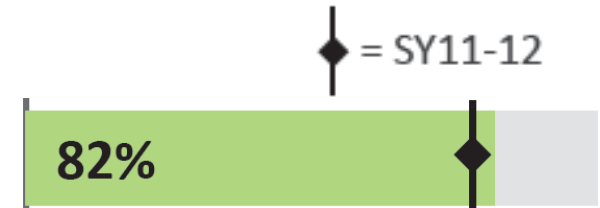
- Effective Communication remained at Progress Level with a 1% increase.
- Conflict Management remained at Vision Level with a 1% decrease.
- Family and Community Engagement remained at Progress Level with a 2% increase.

TENURED PRINCIPALS: INSTRUCTIONAL (SY12-13)



Adult Learning Support

Creates conditions that support adult learning in the school community



Student Achievement Goals

Builds and maintains a focus on ambitious student achievement goals for all students



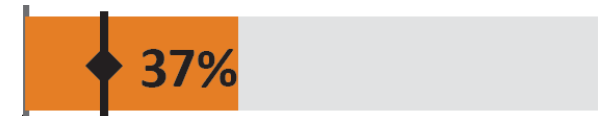
Student Data Use

Effectively uses student data to align school structures and interventions



Culturally Competent Environment

Creates a culturally competent environment where all students achieve at high levels



- Adult Learning Support remained at Progress Level with a 3% increase.
- Student Achievement Goals (1% increase) and Student Data Use (6% increase) both moved into Progress Level.
- Culturally Competent Environment increased by 23% and moved from Intervene Level to Concern Level.

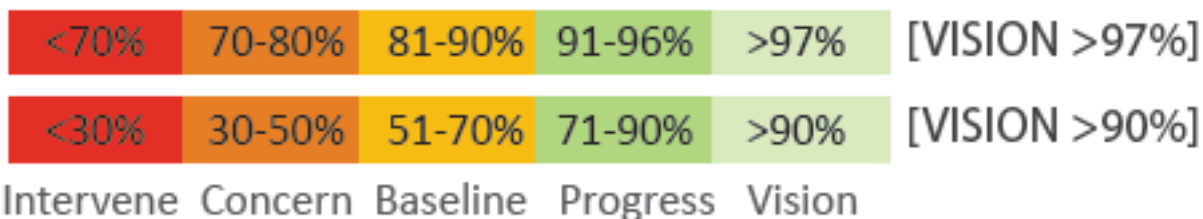


LEADERSHIP: ASSISTANT PRINCIPALS

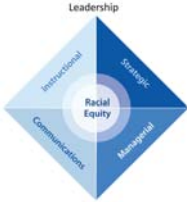


(Board Approved 2/19/2013)

Measure	Level 5 Vision
% of Assistant Principals with a current completed annual evaluation	> 97%
% of Assistant Principals rated at or above standard on last evaluation	> 90%



ASSISTANT PRINCIPALS (SY12-13)



	Percent with completed annual review [VISION >97%]	Rated at or above standard on last evaluation [VISION >90%]
Assistant Principals (APs)	<p>SY11-12 12-13</p> <p>54% 95%</p> <p>n = 39 n = 43</p>	<p>SY11-12 12-13</p> <p>81% 90%</p> <p>n = 21 n = 41</p>

- 95% of Assistant Principals had a completed annual evaluation for SY 2012-13 compared to 54% last school year.
- Assistant Principals rated at or above standard increased to Vision Level.



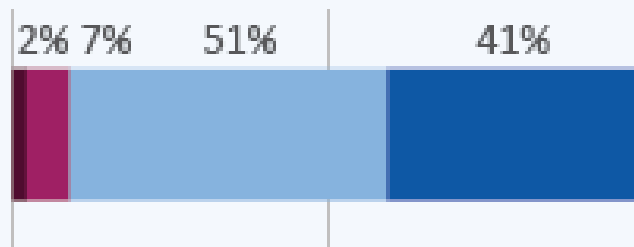
SCHOOL STAFF FEEDBACK INDICATORS

SCHOOL STAFF FEEDBACK: INSTRUCTIONAL LEADERSHIP



Strongly Disagree Disagree Agree Strongly Agree

The principal makes clear to the staff his or her expectations for meeting instructional goals. (n=2,607)



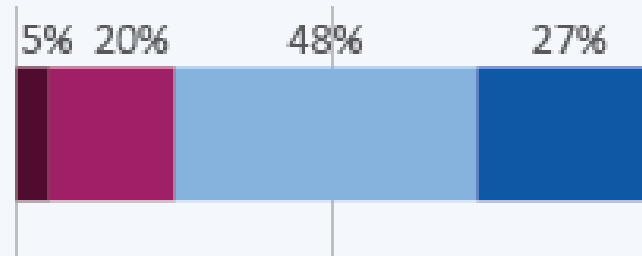
92% of school staff agree or strongly agree that the Principal has clear instructional expectations

SCHOOL STAFF FEEDBACK: INSTRUCTIONAL LEADERSHIP



Strongly Disagree Disagree Agree Strongly Agree

The principal participates in instructional planning with teams of teachers. (n=2,551)



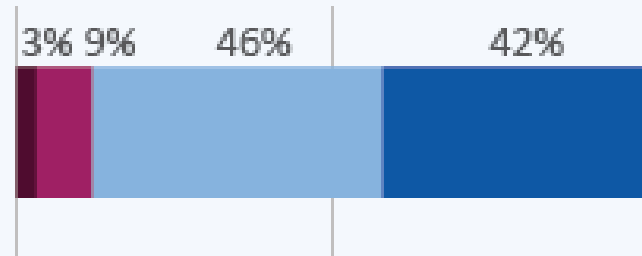
75% of school staff agree or strongly agree that the Principal participates in planning teams

SCHOOL STAFF FEEDBACK: MANAGERIAL LEADERSHIP



Strongly Disagree Disagree Agree Strongly Agree

**The principal takes a personal interest
in the professional development of
teachers. (n=2,653)**



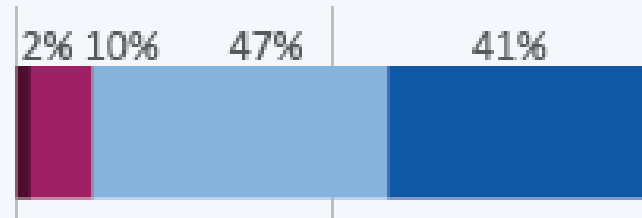
88% of school staff agree or strongly agree that the Principal is interested in the PD of teachers

SCHOOL STAFF FEEDBACK: STRATEGIC LEADERSHIP



Strongly Disagree Disagree Agree Strongly Agree

The principal communicates a clear vision for our school (n=2,609)



88% of school staff agree or strongly agree that the Principal communicates a clear vision



SPOTLIGHT

Leadership Development

VISION/MISSION: OFFICE OF LEADERSHIP DEVELOPMENT



The main purpose of the office of leadership development is to develop the instructional leadership skills of Principals and future Saint Paul Public Schools leaders.

**Improving instructional leadership in
Saint Paul Public Schools**

INDUCTION MENTOR PROGRAM HIGHLIGHTS

- Mentoring support increased by 40%
- 93% mentees surveyed agreed that support leads to improvement in practice as instructional leaders
- “Having a venue to filter ideas, concerns or any questions related to the principalship was invaluable.” (principal mentee)
- 11 mentees also attending Institute for Engaged Principal Leadership (IEPL)



TURNAROUND SAINT PAUL

- Building leadership capacity of principals and leadership teams through focused site-specific professional development by coach-facilitators
- Principals meet as a team with an experienced mentor monthly
- TSP schools continue to develop and implement plans for incorporating college preparation and increasing family involvement





PHALEN LAKE HMONG STUDIES MAGNET

Principal Catherine Rich



SY 2013-14 Enrollment

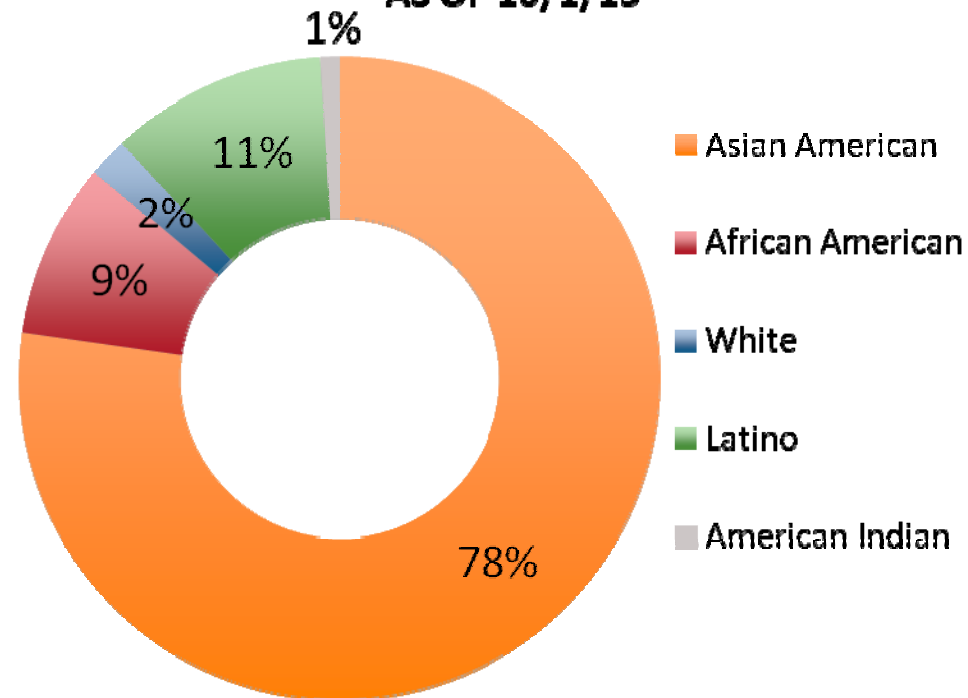
Grades PK-5

As of 10/1/13	699
As of 2/1/14	736

Demographics as of 10/1/13:

Special Education	10%
Free/reduced lunch	93%
English Learners	81%
Home Language Other Than English	86%

PHALEN LAKE HMONG STUDIES
STUDENT RACE/ETHNICITY
AS OF 10/1/13



- Continuous improvement in program quality and student learning
 - 2009: Changed from a long-time East Side neighborhood school to a regional Hmong Studies Magnet
 - 2011: Implemented the Hmong Dual Immersion program
 - 2013: One of two schools in SPPS to move up two designations on the statewide Multiple Measurement Rating (MMR) system, from Focus School to Celebration Eligible.



**Shared Leadership
at
Phalen Lake Hmong Studies Magnet**

GUIDING QUESTION

What does shared leadership look like
at Phalen Lake School?
And, how did it develop?

The
learning
is in the
conversation.

Phalen Lake Hmong Studies Magnet



- **Instructional Emphases**
 - Specificity
 - Intentional, deliberate practice
 - To acquire academic language, students must use academic language
 - Students “carry the weight”
- **Achievement Increases (MCA)**
 - 2010 Math: 11% gain, 54% proficient
 - 2012 Reading: 10% gain, 48% proficient
- **2013-14 State MMR Designation**
 - Moved from “Focus School” to “Celebration Eligible”
(2 designations)

Support from Turn-Around St. Paul (TSP)

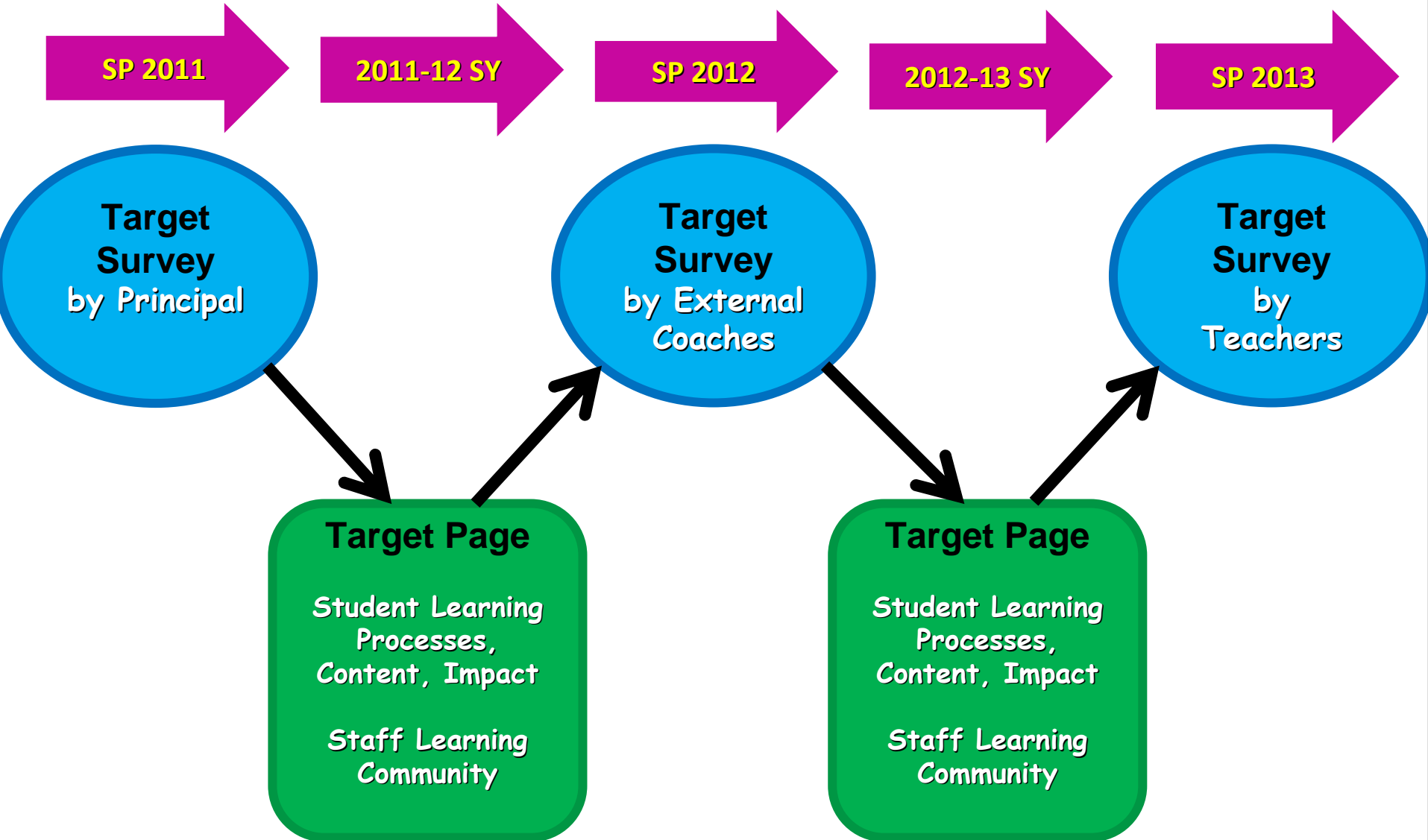
Giving Phalen Lake a Voice

“Every voice in the room”

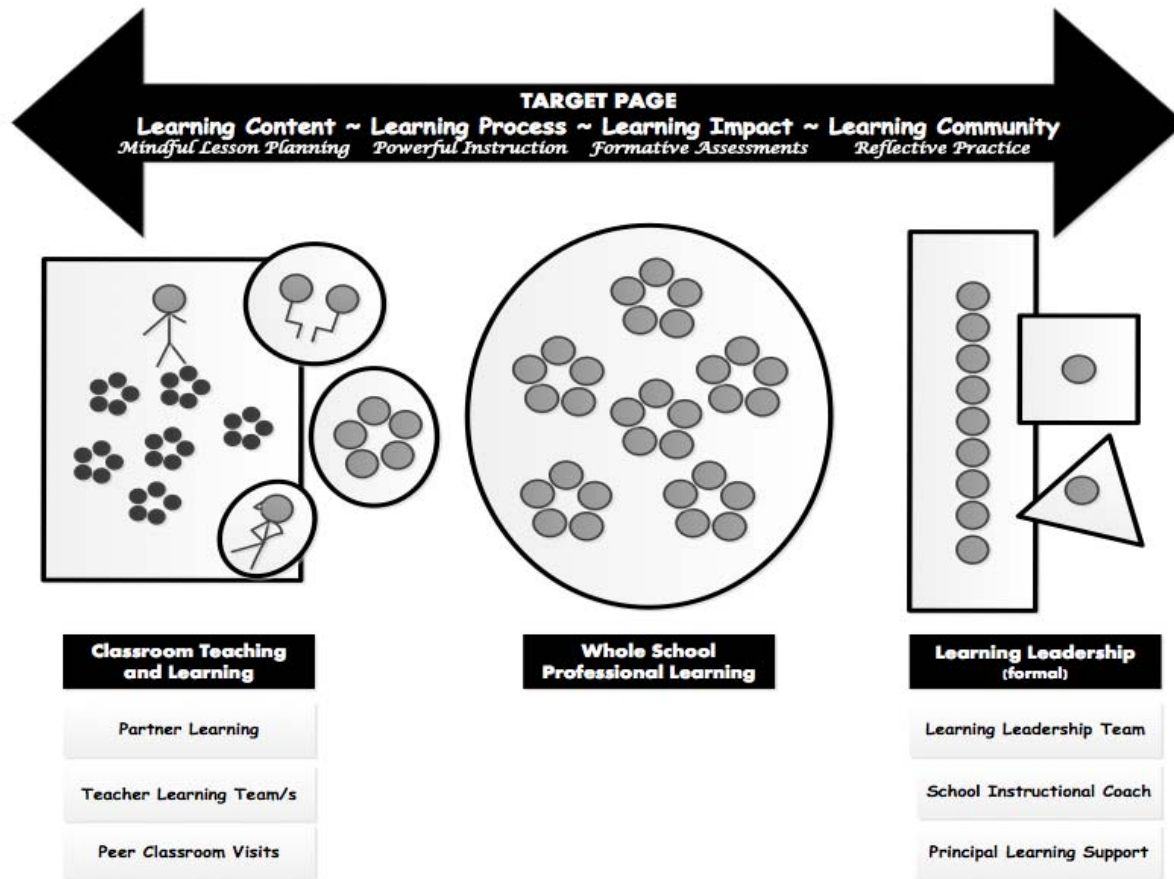
- Staff deeply engaged in reflective practice that informs and improves student learning and achievement
- Learning structures and processes that directly support teaching and learning
- Authentic shared leadership that is “ground level”, lead team members informing, owning direction and support
- Reflective practice and shared leadership created a climate to engage in our Equity work

Target Survey & Target Page

Specificity about Practices

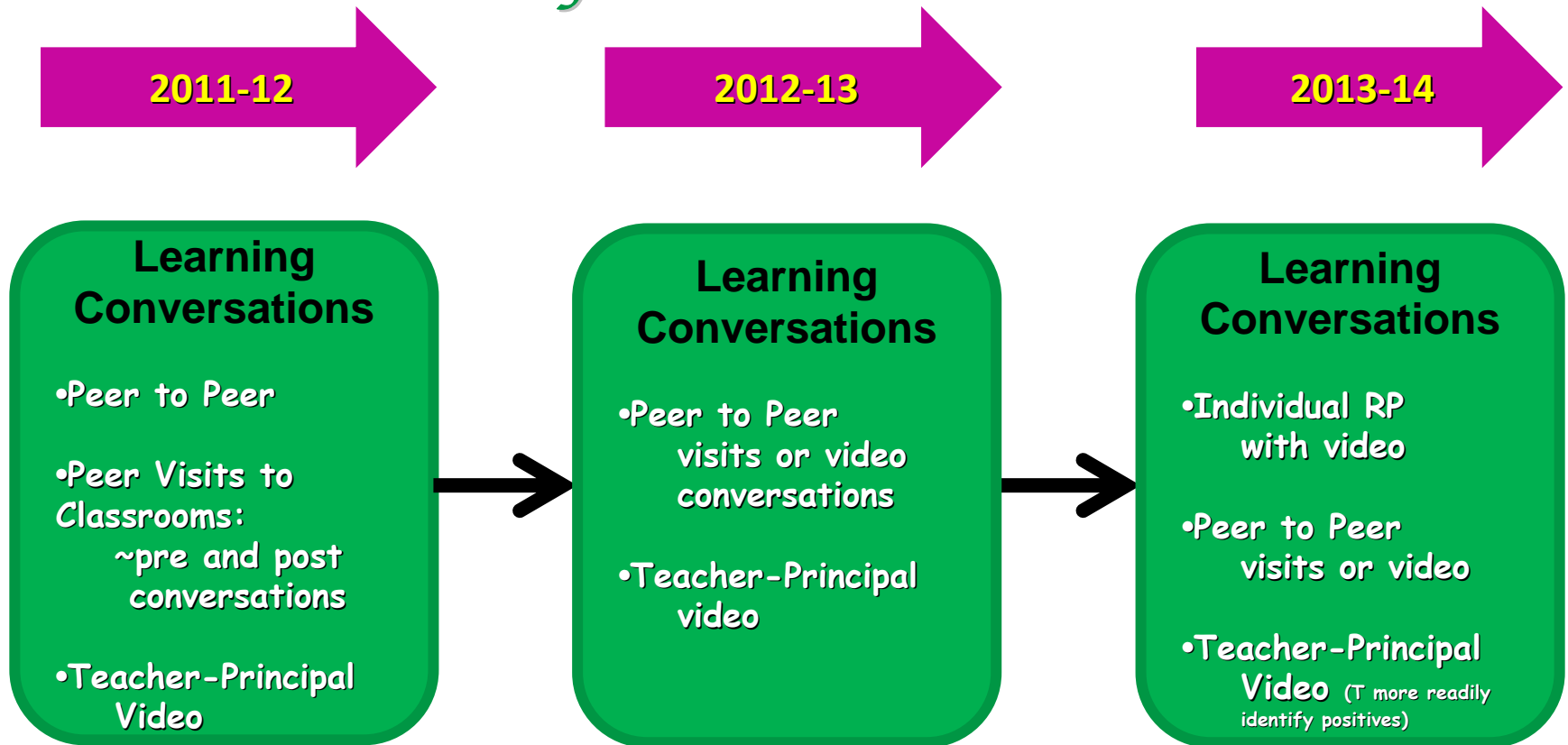


Learning and Leadership Structures



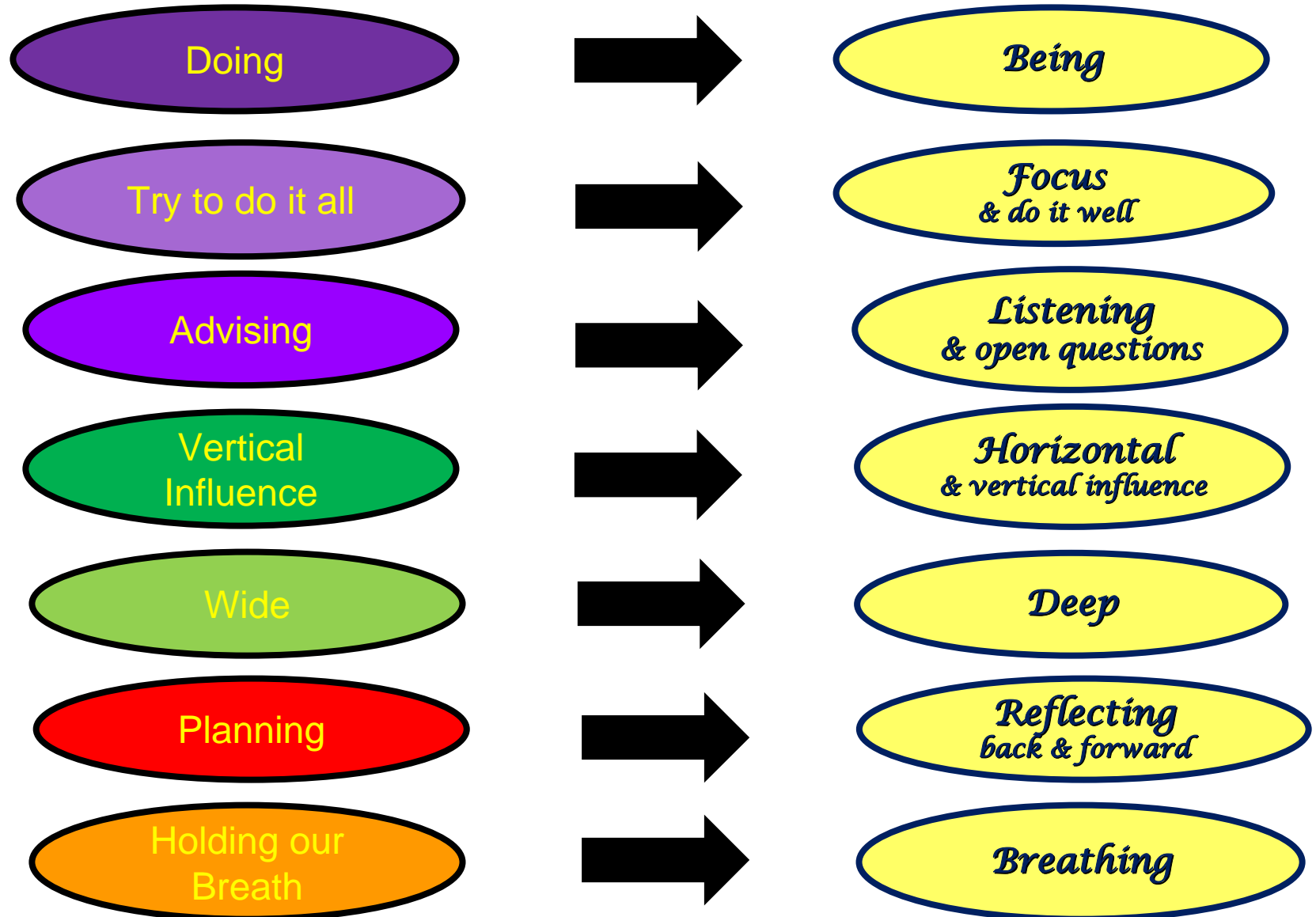
Staff Learning Progression*

"Learning Conversations" *Reflective Practice*



*Individual, Small Group, and Whole School Learning continued

Shifts





INSERT VIDEO CLIP



The
learning
is in the
conversation.



BATTLE CREEK MIDDLE SCHOOL

Principal Lisa Sayles-Adams



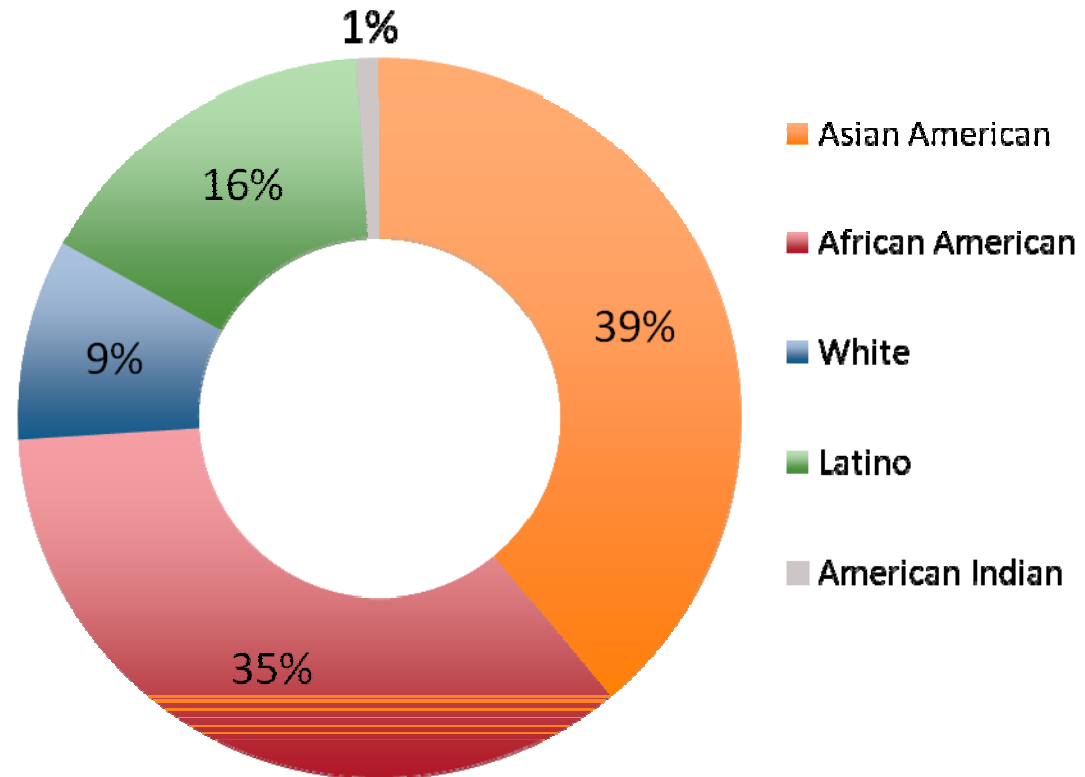
STUDENTS

SY 2013-14 Enrollment

893 Students in Grades 6-8

Special Education 20%
Free/reduced lunch 88%
English Learners 43%
Home Language Other 59%
Than English

**BATTLE CREEK MIDDLE SCHOOL
STUDENT RACE/ETHNICITY
SY 2013-14**

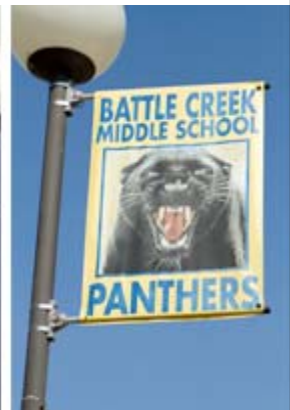




RESULTS

Consistent improvement in student results

- 2009: Co-located and later merged with Hazel Park Middle School





SUPPORT

- **Summer Leadership Retreat** (TSP Sponsored)
 - Data Dig
 - Analyzed School Continuous Improvement Plan (SCIP)
 - Relationship Building
- **Principal Mentorship**
 - Internal Mentor
 - External Mentor
- **Principal Professional Learning Community (PLC)**
 - Collegial relationships
 - Current research & best practices



CHANGE

- New Administrators (Principal & Assistant Principal)
- 40 New Staff (Teachers & Support Staff)
- Expanded student body - 6th Graders
- New leadership team members



SHARED LEADERSHIP

- **Collaboration with Nationally Recognized Leaders**
 - University of Minnesota
 - Attends leadership team & staff meetings
 - Documents BCMS work to build and increase shared leadership
 - Simplified SCIP Revision Process
 - Gender Reflection (Survey & Data Analysis)
 - Center for School Change
 - Teach Like a Champion Professional Development Training (March 3)



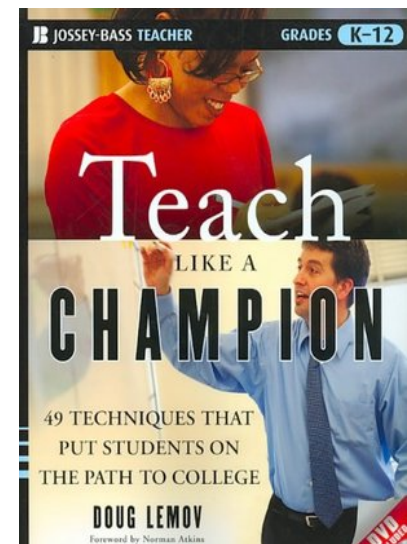
SHARED LEADERSHIP

- **BCMS Leadership Team** (Continuous School Improvement)
 - Data Driven & Shared Decision Making
 - SCIP Revisions & Alignment
 - Professional Development
 - Teach Like a Champion
 - Co-Teaching (Math & Literacy)
 - School wide literacy goal



IMPLEMENT

- **Professional Learning Communities (PLC)**
 - Teacher Collaboration
 - Data Driven Decision Making
 - Cohesive Learning Community
 - Differentiated Instructional Strategies
 - Impact student achievement
- **Teach Like a Champion** (School Wide)
 - Student Engagement Techniques
 - Build a Strong Classroom Culture
 - High Behavioral Expectations
 - Maximize Instructional Time
 - March 3 Professional Development





PROGRESS

- Insert video

THE EFFECT OF LEADERSHIP



To date we have not found a single case of a school improving its student achievement record in the absence of talented leadership.

— Louis, Wahlstrom, Leithwood & Anderson (2010)



QUESTIONS?



2013-14 LEADERSHIP VISIONCARD

Marsha Baisch, Ed.D.
Assistant Superintendent, Office of Teaching,
Learning, and Leading

Laurin Cathey
Executive Director, Human Resources

Board of Education Presentation



*Strong Schools, Strong Communities
for All SPPS Students*

SSSC 2.0 Outreach Update

Board of Education Regular Meeting

2/18/14



Purpose

To update the board of *Strong Schools, Strong Communities 2.0* outreach efforts.



Completed SSSC 2.0 Info Sessions

Date	Type	Location	Presenter
Thursday, 2/6	Employee	American Indian Magnet	Supt Silva
Friday, 2/7	Employee	345 Plato	Michelle Walker
Sunday, 2/9	Community	Webinar	Jackie Allen
Tuesday, 2/11	Employee	Groveland Park	Sharon Freeman Jackie Allen
Wednesday, 2/12	Community (Bilingual PACs)	360 Colborne	Family & Community Engagement Staff
Thursday, 2/13	Community	Como Park Hs	Theresa Battle



Remaining Information Sessions



Date	Time	Type	Location
Thursday, 2/20	4:30	Employee	Ben Mays
Saturday, 2/22	Noon	Community (College Fair)	Progressive Baptist Church
Tuesday, 2/25	2:30	Employee	Central HS
Thursday, 2/27	6:30	Community	Washington
Saturday, 3/8	10:00	Community	Harding



Strong Schools, Strong Communities 2.0



Questions?

HUMAN RESOURCE TRANSACTIONS
(January 1, 2014 through January 31, 2014)
February 18, 2014

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bhagyam, P. M.	Classroom Teacher	02/03/2014	\$43.34	Washington Tech Secondary
Lieberthal, K. C.	Classroom Teacher	01/22/2014	\$25.81	Frost Lake
Locke, L. M.	Classroom Teacher	01/17/2014	\$24.27	Capitol Hill Magnet
Walerius, A. J.	Classroom Teacher	01/21/2014	\$24.27	Humboldt Secondary
Xiong, E. T.	Classroom Teacher	02/05/2014	\$28.80	Ramsey Middle
Yang, N. L.	Classroom Teacher	01/27/2014	\$41.17	Jackson Preparatory
Clarke, A. E.	Special Education Teacher	12/04/2013	\$33.97	Farnsworth Aerospace Upper
Dawolo, J. K.	Special Education Teacher	01/06/2014	\$26.00	Battle Creek Middle
Grothem, E. C.	Special Education Teacher	01/17/2014	\$25.81	Humboldt Jr - Admin Bldg
Judkins, M. A.	Special Education Teacher	01/06/2014	\$24.27	Humboldt Jr - Admin Bldg
Hoelscher, M. H.	Specialist	01/27/2014	\$35.59	Plato Admin Offices
Kemp, H. W.	School/Community Professional	01/02/2014	\$23.15	Battle Creek Middle
Thao, N. N.	School/Community Professional	02/03/2014	\$27.05	Journey's Secondary
Dean, K. K.	Education Assistant	01/27/2014	\$14.17	JJ Hill Montessori
Grant, C. L.	Education Assistant	01/14/2014	\$23.07	Humboldt Secondary
Harmon, L. E.	Education Assistant	01/29/2014	\$16.99	Four Seasons A+
Nelson, H. L.	Education Assistant	01/02/2014	\$14.17	Horace Mann School
Sine, H. E.	Education Assistant	01/14/2014	\$15.78	Humboldt Secondary
Vang, M.	Education Assistant	01/28/2014	\$24.46	Agape High School (ALC)
Avila, G. L.	Teaching Assistant	01/06/2014	\$11.99	Wellstone Elementary
Budrow, T. A.	Teaching Assistant	01/22/2014	\$14.75	Highwood Hills
Camara, A.	Teaching Assistant	01/06/2014	\$11.95	Humboldt Secondary
Cooper, M. W.	Teaching Assistant	01/29/2014	\$11.95	Linwood Monroe Arts Upper
Daniels, I. K.	Teaching Assistant	01/02/2014	\$11.95	Central Senior

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Davis, K. M.	Teaching Assistant	01/02/2014	\$13.05	Humboldt Jr - Admin Bldg
Dean, B. J.	Teaching Assistant	01/28/2014	\$13.05	Washington Tech Secondary
Getter, M. R.	Teaching Assistant	01/06/2014	\$12.53	Humboldt Jr - Admin Bldg
Kubits, E. T.	Teaching Assistant	01/29/2014	\$11.38	Capitol Hill Magnet
Priess, J.	Teaching Assistant	01/02/2014	\$13.05	Humboldt Secondary
Richmond, J. D.	Teaching Assistant	02/03/2014	\$13.05	Battle Creek Middle
Samatar, U. A.	Teaching Assistant	01/06/2014	\$14.05	Washington Tech Secondary
Sanders, E. M.	Teaching Assistant	01/17/2014	\$11.95	United Hospital
Shellenberger, M. L.	Teaching Assistant	01/02/2014	\$11.95	RiverEast Elem/Secondary
Turner, J. O.	Teaching Assistant	01/22/2014	\$14.75	Frost Lake Elementary
Webb, J.	Teaching Assistant	01/17/2014	\$11.38	Capitol Hill Magnet
Xiong, P. N.	Teaching Assistant	01/02/2014	\$12.95	Como Park Elementary
Un, R.	School Bus Driver	01/08/2014	\$17.67	Colborne Admin Offices
Kelzenberg, R. E.	Clerical	01/21/2014	\$19.73	Colborne Admin Offices
Bergquist, J. G.	Custodian	12/16/2013	\$23.21	Como Service Center
Brodeen, T. S.	Custodian	02/03/2014	\$23.21	Como Service Center
Cain, E. A.	Custodian	01/13/2014	\$23.21	Como Service Center
Rosier, V. L.	Custodian	12/23/2013	\$23.21	Como Service Center
Adell, W. F.	Nutrition Services Personnel	02/04/2014	\$10.50	Early Ed Ben Mays-Rondo
Barbari, R. A.	Nutrition Services Personnel	02/04/2014	\$10.50	Ramsey Middle
Buckner, J. F.	Nutrition Services Personnel	02/04/2014	\$10.50	Riverview School
Cardenas, A.	Nutrition Services Personnel	02/04/2014	\$10.50	Johnson Achievement Plus

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Copeland, N. J.	Nutrition Services Personnel	02/04/2014	\$10.50	Washington Tech Secondary
Frazier, C. A.	Nutrition Services Personnel	02/04/2014	\$10.50	Mississippi Creative Arts
Jenniges, D. E.	Nutrition Services Personnel	02/04/2014	\$10.50	Horace Mann School
Marchetti, K. A.	Nutrition Services Personnel	02/04/2014	\$10.50	American Indian Magnet
Mcbride, S. L.	Nutrition Services Personnel	02/04/2014	\$10.50	St. Paul Music Academy
Monteroso, L. A.	Nutrition Services Personnel	02/04/2014	\$10.50	Humboldt Jr - Admin Bldg
Napihaa, N. N.	Nutrition Services Personnel	02/04/2014	\$10.50	Battle Creek Elementary
Robideaux, B. R.	Nutrition Services Personnel	02/04/2014	\$10.50	Farnsworth Aerospace Upper
Sandbakken, Z. A.	Nutrition Services Personnel	02/04/2014	\$10.50	Johnson Senior
Schwartz, B. V.	Nutrition Services Personnel	02/04/2014	\$10.50	Battle Creek Middle
Velazquez, M. R.	Nutrition Services Personnel	02/04/2014	\$10.50	Harding Senior
Wallace, W. L.	Nutrition Services Personnel	02/04/2014	\$10.50	Early Ed Ben Mays-Rondo
Wilcox, K. J.	Professional Employee	01/27/2014	\$33.67	Como Service Center
Alexander, T. L.	Supervisory	01/08/2014	\$26.83	Como Service Center
Koppen, S. M.	Supervisory	01/06/2014	\$34.15	Como Service Center

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Paddock, L.	Assistant Principal From: Classroom Teacher	01/27/2014	\$51.18	Harding Senior High
Biel, R.	Central Administrator Career Progression	01/08/2014	\$49.12	Plato Admin Offices
Davis, M.	Central Administrator Career Progression	01/08/2014	\$49.12	Plato Admin Offices

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Lynch, K	Central Administrator Career Progression	01/08/2014	\$49.69	Plato Admin Offices
Saatzer, L.	Principal From: Assistant Principal	01/27/2014	\$59.63	Farnsworth Aerospace Lower
Smith, R. M.	Special Education Teacher From: Teaching Assistant	01/17/2014	\$27.18	Highwood Hills
Bell, N. K.	Specialist From: School/Community Professional	01/27/2014	\$25.23	Colborne Admin Offices
Brown, E. A.	Education Assistant From: Teaching Assistant	01/27/2014	\$20.81	Expo for Excellence
Laiho, J.	Education Assistant Career Progression	01/13/2014	\$24.38	Boys Totem Town
Vasquez, D.	Teaching Assistant Career Progression	01/02/2014	\$11.95	Wellstone Elementary
Lee, M. K.	Clerical From: Teaching Assistant	12/23/2013	\$14.62	Capitol Hill Magnet
Martinez, J.	Technical Career Progression	06/30/2012	\$32.22	Colborne Admin Offices

TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Dowdy, M. V.	Classroom Teacher	12/16/2013	\$27.18	L'Etoile du Nord Upper
Jents, S. J.	Classroom Teacher	01/16/2014	\$27.61	Central Senior
Meyer, R. M.	Classroom Teacher	01/06/2014	\$24.27	Wellstone Elementary
Murphy, C. B.	Classroom Teacher	01/02/2014	\$24.27	Como Park Senior
Wilson, B. E.	Classroom Teacher	01/02/2014	\$24.27	Riverview School
Yang, C. X.	ELL Teacher	01/02/2014	\$34.23	Mississippi Creative Arts

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Davenport, K. L.	Classroom Teacher	01/21/2014	Expo for Excellence
George, A. J.	Classroom Teacher	01/25/2014	Benjamin Mays/Museum
Hanig, R.	Classroom Teacher	02/22/2014	Johnson Achievement Plus
Hanson, R. J.	Classroom Teacher	02/05/2014	Washington Tech Secondary

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Hill, J. M.	Classroom Teacher	09/08/2013	Riverview School
Johnson, M.	Classroom Teacher	02/08/2014	Ramsey Middle School
Larsen DeChan, B.	Classroom Teacher	01/29/2014	Highland Park Middle
Miller, P. M.	Classroom Teacher	02/13/2014	Maxfield Elementary
Vang, M.	Classroom Teacher	02/10/2014	Jackson Preparatory
Yee, A.	Classroom Teacher	02/18/2014	Mississippi Creative Arts
Siegel Garcia, M. B.	Nurse	01/25/2014	Capitol Hill Magnet
Degneau, G. M.	Special Education Teacher	01/25/2014	Johnson Achievement Plus
Schneider, S. J.	Special Education Teacher	02/12/2014	Harding Senior High
Rome, E. E.	Speech Pathologist	01/28/2014	Maxfield Elementary
Cunis, R.	Education Assistant	12/17/2013	Humboldt Jr - Admin Bldg
Griess, H. L.	Education Assistant	01/25/2014	Crossroads Montessori
Bossert, C. S.	Teaching Assistant	01/27/2014	Benjamin Mays/Museum
Gibbons, R.	Teaching Assistant	01/20/2014	The Heights Community School
Hune, R. L.	Teaching Assistant	01/06/2014	Cherokee Heights
Jacques, A. M.	Teaching Assistant	01/27/2014	The Heights Community School
Jaworski, T.	Teaching Assistant	01/02/2014	Bridge View
Mumaugh, J. R.	Teaching Assistant	01/13/2014	Bridge View
Quire, K. K.	Teaching Assistant	01/24/2014	Como Park Special/Hartzell
Schwartz, D.	Teaching Assistant	01/02/2014	Johnson Achievement Plus
Soika, T. M.	Clerical	01/06/2014	Nokomis Montessori South
Mohamed, D. H.	Custodian	10/25/2012	Washington Tech Secondary
Brazelton, B. M.	Nutrition Services Personnel	01/10/2014	Early Ed Ben Mays-Rondo
Cortez, R. K.	Nutrition Services Personnel	12/06/2013	Wellstone Elementary

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Sattler, S. J.	Nutrition Services Personnel	01/17/2014	Como Service Center

ADMINISTRATIVE LEAVE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
P., D.	Classroom Teacher	01/08/2014
U., R.	School Bus Driver	01/22/2014

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Wells, L.	Education Assistant	01/09/2014	\$18.39	Como Park Senior
Jordan, C. M.	Teaching Assistant	01/27/2014	\$12.60	Adams Spanish Immersion
Palmer, M.	Teaching Assistant	01/13/2014	\$12.53	Battle Creek Elementary
Rivera, D.	Teaching Assistant	01/02/2014	\$12.95	RiverEast Elem/Secondary
Cogshell, V. I.	Nutrition Services Personnel	02/04/2014	\$10.50	Humboldt Jr - Admin Bldg
Yang, S. D.	Nutrition Services Personnel	02/04/2014	\$10.50	Hazel Park Preparatory

REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Parker, L. G.	Assistant Principal	01/02/2014	Expo for Excellence
Paez, N. D.	Central Administrator	01/21/2014	Plato Admin Offices
Carlson, D. W.	Classroom Teacher	01/02/2014	Nokomis Montessori North
Edlund, M.	Classroom Teacher	01/02/2014	Mississippi Creative Arts
Ganz Kunz, C. B.	Classroom Teacher	01/02/2014	Washington Tech Secondary
Harambasic, D. S.	Classroom Teacher	01/21/2014	Highland Park Middle
Jones, L.	Classroom Teacher	01/13/2014	Highland Park Middle
King, S.	Classroom Teacher	01/28/2014	Wellstone Elementary
Ley, J.	Classroom Teacher	01/02/2014	Como Park Senior High
Ormsby, E. N.	Classroom Teacher	01/17/2014	Johnson Senior High
Pottle, B. L.	Classroom Teacher	01/06/2014	Maxfield Elementary
Rios, B. V.	Classroom Teacher	01/16/2014	JJ Hill Montessori

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Salinas, D. L.	Classroom Teacher	01/13/2014	Benjamin Mays/Museum
Schleper, K. G.	Classroom Teacher	01/21/2014	Highland Park Senior
Schmitz, R. L.	Classroom Teacher	01/21/2014	Washington Tech Secondary
Williams, J. S.	Classroom Teacher	01/02/2014	Wellstone Elementary
Her, N.	Early Education Teacher	01/02/2014	Jackson Preparatory
Herman, B. A.	Nurse	01/02/2014	Humboldt Secondary
Crowston, M. E.	Occupational Therapist	01/15/2014	Bruce F Vento Elementary
Kimani, K.	Social Worker	01/02/2014	Journey's Secondary
Martin, M. O.	Special Education Teacher	12/20/2013	Johnson Achievement Plus
Durkin, L. A.	Speech Pathologist	01/06/2014	Bruce F Vento Elementary
Kyi, M.	Education Assistant	01/21/2014	Four Seasons A+
Soe, M. K.	Education Assistant	01/02/2014	Washington Tech Secondary
Butler, L.	Teaching Assistant	01/02/2014	Hazel Park Preparatory
Jackson, T. G.	Teaching Assistant	12/09/2013	RiverEast Elem/Secondary
Schwartz, D.	Teaching Assistant	01/16/2014	Johnson Achievement Plus
Verstraete, M. C.	Teaching Assistant	01/02/2014	Nokomis Montessori North
Esboldt, T.	Custodian	01/06/2014	Gordon Parks High-ALC
House, D. J.	Custodian	12/23/2013	Cherokee Heights
Barber, F.	Nutrition Services Personnel	12/18/2013	Central Senior High
Hussein, S. U.	Nutrition Services Personnel	01/02/2014	Early Ed Ben Mays-Rondo
Taylor, K. J.	Nutrition Services Personnel	01/16/2014	Groveland Park

VOLUNTARY REDUCTION IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Robinson, I. J.	Central Administrator	01/27/2014	\$51.24	Colborne Admin Offices
Fjelstad De Santiago, R.	Education Assistant	01/27/2014	\$14.17	Mississippi Creative Arts

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

REDUCTION IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Handt, D.	Professional Employee	12/02/2013	\$26.32	Colborne Admin Offices

SUSPENSION WITHOUT PAY

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
A., J.	Classroom Teacher	02/11/2014
M., G. O.	Classroom Teacher	01/10/2014

RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Hurvitz, I.	Classroom Teacher	08/23/2014	Crossroads Montessori
Salzman, M.	Classroom Teacher	06/14/2014	Capitol Hill Magnet
Scarpari, J. A.	Classroom Teacher	06/14/2014	Harding Senior
Chayer, J. L.	Special Education Teacher	01/01/2014	Humboldt Jr – Admin Bldg
Decker, J.	Special Education Teacher	01/22/2014	Murray Middle
Anderson, L. S.	Education Assistant	04/05/2014	Belwin Outdoor Science
Olson, V.	Education Assistant	06/08/2013	Four Seasons A+
Tschida, K. A.	Education Assistant	04/01/2014	Expo for Excellence
Schuck, D.	Teaching Assistant	01/03/2014	Mississippi Creative Arts
Jacobsen, D. R.	Clerical	05/01/2014	Colborne Admin Offices
Williams, J. C.	Custodian	04/17/2014	Bruce F Vento Elementary
English, R. K.	Nutrition Services Personnel	10/01/2014	JJ Hill Montessori
Thomas, F.	Nutrition Services Personnel	06/07/2014	Como Service Center
Mergens, P. M.	Nutrition Services Supervisor	05/02/2014	Como Service Center
Melancon, M.	Sheet Metal Worker	05/01/2014	Como Service Center
Vogel, M. S.	Transportation	07/01/2014	Colborne Admin Offices

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Nodler, S.	Classroom Teacher	02/21/2014	Battle Creek Middle
Paster, S.	Classroom Teacher	03/19/2014	Como Park Senior

HUMAN RESOURCE TRANSACTIONS
February 18, 2014

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Herzog, E.	Social Worker	01/30/2014	Linwood Monroe Arts Lower
Heidelberg, J.	Special Education Teacher	08/25/2013	Humboldt Jr – Admin Bldg
Peterson, J.	School/Community Professional	01/11/2014	RiverEast Elem/Secondary
Johnson, L.	Teaching Assistant	02/12/2014	Adams Spanish Immersion
Jordan, C. M.	Teaching Assistant	01/01/2014	Adams Spanish Immersion
Lindahl, B. J.	Teaching Assistant	01/25/2014	Daytons Bluff
Qamar, A.	Teaching Assistant	02/01/2014	Juvenile Service Center
Reese, A. R.	Teaching Assistant	01/18/2014	Johnson Achievement Plus
Sheikyusuf, O. J.	Teaching Assistant	01/25/2014	Cherokee Heights
Short, K. D.	Teaching Assistant	01/25/2014	Journey's Secondary
Turner, M. K.	Teaching Assistant	01/17/2014	Battle Creek Elementary
Schray, L. C.	Nutrition Services Personnel	12/28/2013	Jackson Preparatory
Fleischacker, B. H.	Professional Employee	01/16/2014	Como Service Center

TERMINATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Shahid, H. H.	Teaching Assistant	01/03/2014	Bruce F Vento Elementary

DISCHARGE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
C., M.	Teaching Assistant	2/11/2014
B., A.	Nutrition Services Personnel	01/23/2014
F., E.	Nutrition Services Personnel	11/16/2013
W., D. M.	Nutrition Services Personnel	11/06/2013

TERMINATION OF TEMPORARY EMPLOYMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Larsen, G. M.	Classroom Teacher	01/18/2014	Johnson Senior

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Accept Donations of Musical Instruments from Mr. Holland's Opus Foundation

A. PERTINENT FACTS:

1. Mr. Holland's Opus Foundation donates musical instruments to under-funded music programs, giving youngsters the many benefits of music education, helping them to be better students, and inspiring creativity and expression through playing music.
2. Mr. Holland's Opus Foundation has awarded:
 - Harding High School a donation of 33 woodwind and brass instruments with a retail value of \$31,838
 - Saint Paul Music Academy a donation of 45 stringed instruments valued at \$31,500
3. This project will meet the District strategic plan goals of Achievement and Sustainability.
4. This item is submitted by Douglas Revsbeck, Principal of Harding High School; Barbara Evangelist, Principal of Saint Paul Music Academy; Matt Mohs, Chief Academic Officer; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept these donations from the Mr. Holland's Opus Foundation to support music education in Saint Paul Public Schools and specifically at Harding High School and Saint Paul Music Academy; and to implement the project as specified in the award documents.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: February 18, 2014

TOPIC: Peace Maker Gift to Linwood Monroe Arts Plus 2014

A. PERTINENT FACTS:

1. An Peace Maker of Minnesota gift in the amount of \$6212.00 has been provided to assist, recognize, promote and fund educational programming for students. \$6212.00 is designated for the support of the 2013-14 Residency's at Linwood Monroe Arts Plus.
2. This gift is designated by Peace Maker of Minnesota for support of educational programming at Linwood Monroe Arts Plus and the Arts Residencies.
3. This gift will meet the District Strategic plan goal of sustainability.
4. This item is submitted by Bryan E. Bass, Principal, Linwood Monroe Arts Plus and Christine Osorio, Assistant Superintendent Grades K-12.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept the \$6212.00 gift from the Peace Maker of Minnesota and provide a letter expressing appreciation for the gift.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Accept a Grant from the Ecolab Foundation

A. PERTINENT FACTS:

1. Ecolab promotes the well-being of its employees, customers and shareholders by contributing to the quality of life in the communities in which it operates, supporting organizations and programs that strengthen and enrich the community, especially in the areas of youth and education, civic and community development, arts and culture, environment and conservation and community-based giving.
2. Cherokee Heights Elementary has received a grant to make improvements to its media center through purchasing furniture and expanding the library's collection. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$10,750.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Sharon Hendrix, Principal, Cherokee Heights Elementary; and Andrew Collins, Assistant Superintendent.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Ecolab Foundation to make improvements to the Cherokee Heights Elementary Media Center; to accept funds; and to implement the project as specified in the grant documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Accept a Grant from FIRST

A. PERTINENT FACTS:

1. FIRST has awarded a grant to support a Lego League robotics program at Expo Elementary and Open World Secondary designed to get children excited about science and technology.
2. Travelers Foundation has provided sponsorship of Saint Paul Public Schools through FIRST. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$5,000. Staff at the program researched this grant opportunity.
3. This project will meet the District strategic plan goal of Achievement.
4. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Julie Schultz Brown, Director of Communications, Marketing and Development; and Jackie Turner, Chief Engagement Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from FIRST for funds to implement Lego League robotics at Expo Elementary and Open World Secondary; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Accept a Grant from FIRST (For Inspiration and Recognition of Science and Technology)

A. PERTINENT FACTS:

1. FIRST has awarded a three-year 2014 FRC Rookie Grant for a Robotics team at Open World Secondary School. The mission of FIRST is to show students of every age that science, technology, and problem-solving are not only fun and rewarding, but are proven paths to successful careers and a bright future for us all.
2. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$7,000. All schools who apply to FIRST are eligible for this funding opportunity.
3. This project will meet the District strategic plan goal of Achievement.
4. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Julie Schultz Brown, Director of Communications, Marketing and Development; and Jackie Turner, Chief Engagement Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from FIRST for funds to implement Lego League robotics at Open World Secondary School; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Submit Grant to General Mills Communities of Color for SPPS Multicultural Resource Center

A. PERTINENT FACTS:

1. This year the General Mills Foundation is awarding grants of \$10,000 to \$60,000 each to nonprofits, schools, theaters and other Twin Cities organizations with programs that support people of color. The program was established 10 years ago in recognition of the Foundation's 50th anniversary and aligns with General Mills' commitment to diversity, which is a company core value and a key business strategy.
2. The SPPS Office of Equity has prepared an application for General Mills requesting approximately \$60,000. Communities of Color funding will enable SPPS to create American Indian, African American and Karen "digital suitcases" -- highly visual and engaging curriculum materials available to anyone online -- to enrich its resources for engaging American Indian students and students of color, who make up more than three-fourths of the district's enrollment.

The SPPS Multicultural Resource Center (MRC) will collaborate with American Indian, African American and Karen community members to develop the online digital suitcases, which will help teach specific subjects and meet state standards while reflecting and celebrating the respective cultures.

Over a year staff, parents, students, and community members will hold at least six group meetings at the MRC. American Indian, African American and Karen family/community members will decide the topics, standards (e.g., literacy, social studies), and benchmarks to address. They will advise teachers throughout the process of creating lessons based in stories and traditions of their own cultures and experiences. The result will be curriculum that is enriched with personal meaning and which speaks directly to the experience of American Indian, African American and Karen people here in Saint Paul.

3. This project will meet the District target area goals of achievement and sustainability.
4. This item is submitted by Julie Schultz Brown, Communications, Marketing & Development; Michelle Bierman, Director of the Office of Equity; Matt Mohs, Chief Academic Officer; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit this request for Communities of Color support from the General Mills Foundation; to accept funds, if awarded; and to implement the projects as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Submit a Grant Application to the Minnesota Department of Education to Provide Academically-linked Out-of-School-Time (OST) Activities at Five District Schools

A. PERTINENT FACTS:

1. The Minnesota Department of Education is currently accepting applications for projects to establish, sustain and/or enhance high quality afterschool learning opportunities statewide as part of the 21st Century Community Learning Center Program (Cohort 6). Successful applicants will provide a wide range of high-quality enrichment opportunities designed to complement the regular academic program of participating youth during those times when school is not in session, including before school, after school, evenings, school release days and summer.

2. SPPS has prepared an application to provide academically-linked Out-of-School-Time (OST) activities at five project schools: Hazel Park Preparatory Academy, Parkway Montessori & Community Middle School, Highland Park Middle School, Linwood Monroe Arts Plus and Battle Creek Middle School.

The project will provide year-round Out of School Time (OST) enrichment activities that complement academic existing academic school day and OAE activities High-quality, engaging programming will be provided by SPPS staff and community-based partners. Activities are designed to improve school connectedness and enhance 21st Century Learning Skills. There will also be a mental health component to this project. This project is requesting approximately \$1,950,000 over three years to accomplish the aforementioned goals. St. Paul Community Education will serve as the fiscal agent for this project.

3. This project will meet the Strong Schools, Strong Communities goal of alignment.

This item is submitted Kristin Keller, Supervisor, Community Education; Julie Schultz Brown, Director of Communications, Marketing & Development; Lynn Gallandat, Director, Community Education; Christine Osorio, Assistant Superintendent K-8 Schools; Steve Unowsky, Assistant Superintendent Middle Grades; Jackie Turner, Chief Academic Officer, Matt Mohs; Chief Engagement Officer and Michelle Walker, Chief Executive Officer .

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit an application to the Minnesota Department of Education to provide academically-linked Out-of-School-Time (OST) activities at five district schools; to accept funds, if awarded; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Permission to Accept a Grant from Oak Grove Capital

A. PERTINENT FACTS:

1. Saint Paul Public Schools wishes to accept a grant from Oak Grove Capital to fund 25 Dell laptops at Gordon Parks High School at approximately \$27,000.
2. The laptops will be used primarily by students in the College in the Schools (CIS) English classes where students are earning both high school and University of Minnesota college credits.
3. This project meets Goal 1: Achievement in the Strong School Strong Communities Strategic Plan for Saint Paul Public Schools.
4. This item is submitted by Traci Gauer, Principal, Gordon Parks High School and Theresa Battle, Assistant Superintendent.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept grant funds from Oak Grove Capital to fund 25 laptop computers for Gordon Parks High School.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Accept Multiple Gifts and Grants from the Saint Paul Public Schools Foundation

A. PERTINENT FACTS:

1. The Saint Paul Public Schools Foundation gives grants to Saint Paul Public Schools for activities that enrich, empower and inspire students, faculty and staff. As a champion for public education, the Foundation has been supporting Saint Paul Public School initiatives and activities since 1995. The Foundation serves as an intermediary for community members and businesses to offer financial support to Saint Paul Public Schools.
2. Saint Paul Public Schools has received the following grants and gifts from the Saint Paul Public Schools Foundation:
 - a) \$36,273.97 for 51 schools through GiveMN/Saint Paul Public Schools Partners in Equity Project received from 595 individuals during the Give to the Max Day campaign with matching funds from the Bigelow Foundation and bonus prizes from GiveMN.
 - b) \$50 for Murray Middle School Athletics
 - c) \$50 for Central High School
 - d) \$50 for Highland Park High SchoolThese gifts (b, c, and d) were made possible by donations from Mala Thao and Ann Mulholland.
 - e) \$1,150 for the purchase of winter wear for students at LEAP High School a gift made possible by donations from Jesse Bethke Gomez, Nina Mosser, Walter Enloe, Amy Hewett-Olantunde, and Jill Michell.
 - f) \$5,000 for the purchase and repair of band instruments at Murray Middle School, a grant made possible by Bill Sands
 - g) \$16,500 to support the work of Wellness Champions and ongoing professional development for Health and Physical Education teachers to implement the Wellness Policy
 - h) \$7,000 for the annual maintenance of electronic Section 504 records of students with disabilities
 - i) \$16,500 to continue moving Student Health and Wellness staff forward in the conversion from paper to electronic records.These grants (g, h, and i) were made possible by HealthPartners.
3. Saint Paul Public Schools will serve as fiscal agent for these projects.
4. This project will meet the District strategic plan goals of achievement and sustainability
5. This item is submitted Rebekah Doyle, Grants Management Coordinator, Julie Schultz Brown, Communications, Marketing and Development Director, and Jackie Turner, Chief Engagement Officer.

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DATE: February 18, 2014

TOPIC: Request for Permission to accept multiple gifts and grants from the Saint Paul Public Schools Foundation

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept multiple gifts and grants from the Saint Paul Public Schools Foundation; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Accept a Grant from the Sauer Children's Renew Foundation

A. PERTINENT FACTS:

1. The Sauer Children's Renew Foundation is committed to using its resources to improve the lives of children and their families by focusing on early childhood education, education that shows strong student outcomes, after school programs that help students increase their proficiency in math and reading, youth development programs that teach job skills and career readiness, and programs that help children/youth in foster care improve social-emotional skills, decrease multiple placements, and attain strong educational outcomes.
2. Cherokee Heights Elementary has received a grant to make improvements to its media center through purchasing furniture and expanding the library's collection. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$15,000.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Sharon Hendrix, Principal, Cherokee Heights Elementary; and Andrew Collins, Assistant Superintendent.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Sauer Children's Renew Foundation to make improvements to the Cherokee Heights Elementary Media Center; to accept funds; and to implement the project as specified in the grant documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Submit a Grant Application to the Travelers Companies, Inc.

A. PERTINENT FACTS:

1. The Travelers Companies, Inc. is currently accepting applications that improve academic and career success for underrepresented youth, specifically targeted at public schoolchildren in grades five through 12 and in transition to post-secondary education.
2. The Office of Academic Services, Office of College and Career Readiness and Career and Technical Education have prepared an application for approximately \$69,500.00 to cover part of the costs of implementing the Academy of Finance at Como Park Senior Park High School. Project funds will be used for items like: curriculum development, field trip and job shadowing opportunities, a summer orientation event, curriculum development, supplies and development and part of a staff position.
3. This project will meet the Strong Schools, Strong Communities goal of achievement.
4. This item is submitted by Kathy Kittel, Program Manager, Career and Technical Education; Darlene Fry, Director of the Office of College and Career Readiness; Julie Schultz Brown, Director, Communications, Marketing, & Development, Theresa Battle, High School Assistant Superintendent; Mathew Mohs, Chief Academic Officer and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit an application to the Travelers Companies, Inc. for approximately \$69,500.00 to cover part of the costs of implementing the Academy of Finance at Como Park Senior Park High School; to accept funds, if awarded; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Partner on a Grant Application to the U.S. Department of Justice Office on Violence Against Women

A. PERTINENT FACTS:

1. The U.S. Department of Justice Office on Violence Against Women is currently accepting applications for projects that fund child- and youth-centered prevention and intervention activities that maximize community-based efforts and evidence-informed practices to address domestic violence, dating violence and sexual assault.
2. In partnership with Casa de Esperanza, Ramsey County Juvenile Probation, St. Paul Police Department, Futures Without Violence, SECA, and NECA high schools, Centro, Inc., Greater Minneapolis Crisis Nursery and The Bridge for Youth, SPPS' AGAPE High School has prepared an application to broaden the collective reach and support to the Latino community members and families. The grant will support intervention efforts by providing referrals, support and connections for Latina teen mothers at AGAPE. Casa de Esperanza is requesting approximately \$1,000,000 to accomplish the aforementioned goals. Casa de Esperanza will serve as the fiscal agent for this project.
3. This project will meet the Strong Schools, Strong Communities goal of achievement.
4. This item is submitted by Bonnie Boyd, Administrative Intern; Julie Schultz Brown, Director of Communications, Marketing & Development; Theresa Battle, Assistant Superintendent High Schools; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to partner on a grant application with Casa de Esperanza to the U.S. Department of Justice Office on Violence Against Women to provide in-school meetings for teen moms; to accept funds, if awarded; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Request for Permission to Submit a Grant Application to the U.S. Department of Labor to Expand the Como Park High School Academy of Finance and Develop the Humboldt High School Academy of Information Technology.

A. PERTINENT FACTS:

1. The U.S. Department of Labor is currently accepting applications to strengthen college- and career-readiness by redesigning the high school experience to provide high school students with education and training that combines rigorous academic and technical curriculum focused on specific H-1B in-demand industries or careers that will increase participants' employability in high-growth, in-demand occupations and industries and prepare them for post-secondary education.
2. In partnership with Saint Paul College and Ramsey County Workforce Solutions, SPPS' College and Career Readiness Department has prepared an application to serve students in the program by providing career-focused high school smaller learning communities to ensure to ensure that students earn the skills, certificates, and credentials needed for success in STEM-related Finance and Information Technology careers, with a focus on occupations for which Minnesota employers are using H-1B visas to hire foreign workers. The program will serve SPPS students in grades 9 through 12 and extend into their second year of postsecondary education to ensure students can earn at least a two-year degree. Further articulation to a relevant four-year degree is also provided.

SPPS is requesting approximately \$3.6 million over fifty four months to accomplish the aforementioned goals. SPPS will serve as the fiscal agent for this project.

3. This project will meet the Strong Schools, Strong Communities goal of achievement.
4. This item is submitted by Darlene Fry, Director, College and Career Readiness; Julie Schultz Brown, Director of Communications, Marketing & Development; Theresa Battle, Assistant Superintendent of High Schools; Steve Unowsky, Assistant Superintendent of Middle Grades, Stacey Gray-Akyea, Director of Research, Evaluation and Assessment; Mathew Mohs, Chief Academic Officer; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit an application to the U.S. Department of Labor to provide smaller learning communities at Como Park Senior High and Humboldt Senior High School to help students learn skills and gain certificates and credentials needed for success in STEM-related Finance and Information Technology careers; to accept funds, if awarded; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: History Enrichment Program Partnership Between the Minnesota Historical Society and Washington Technology Magnet School

A. PERTINENT FACTS:

1. The Minnesota Historical Society has worked with students and teachers from Washington Technology Magnet School for the past several decades on projects such as National History Day, enrichment opportunities for students, and visits to the Minnesota History Center, Fort Snelling and other historical sites.
2. The Minnesota Historical Society is committed to improving the education of Minnesota students by providing effective educational resources for teachers and students that support state standards for Social Studies (especially Minnesota Studies and American History), Language Arts, American Indian studies and related disciplines. One of the key goals of this partnership is to create opportunities for longitudinal evaluation of student and teacher outcomes. Lessons learned from these evaluations will improve the effectiveness of school programs and resources for both the partner schools and other schools around the state.
3. The partnership will include but not be limited to classroom support services, curriculum materials, field trips and other programs and resources to enrich student instruction, development of Out-of-School learning opportunities for students, teacher professional development programs, and development and implementation of student and teacher assessment tools.
4. During the 2013-14 program year, the Minnesota Historical Society will provide a total of up to \$17,000 for the services provided under the terms of this agreement. These funds will be allocated to cover the costs of programs and materials and to reimburse Washington Tech for expenses incurred for participation in mutually approved program activities.
5. This agreement shall begin on January 30, 2014 and end on August 30, 2014. It is renewable each academic year through 2020 based on available funding and the agreement of MNHS and Washington Tech and SPPS to continue this partnership.
6. This project will meet the District target area goals of achievement and sustainability.
7. This item is submitted by Mike McCollor, Principal, Washington Technology Magnet School and Steven Unowsky, Assistant Superintendent.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into this partnership and accept \$17,000 from the Minnesota Historical Society for programming at Washington Technology Magnet School.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Minnesota Teamsters Local 320, Exclusive Representative for Nutrition Services Employees

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from July 1, 2013, through June 30, 2015.
2. Contract changes are as follows:

Wages: Effective July 1, 2013, 1.15% increase for employees on Step 9. Effective July 1, 2014, increase salary schedule by 2.0%.

Insurance: Effective July 1, 2014, the District's monthly contribution of \$600 for single coverage is increased to \$625; the District's monthly contribution of \$1,175 for family coverage is increased to \$1,200.

Severance: Nutrition Services Supervisors who provide three months notice of retirement will receive \$14 per day for each day of unused sick leave up to a maximum of \$19,000. Nutrition Services Supervisors who provide less than three months notice of retirement will receive \$12 per day for each day of unused sick leave up to a maximum of \$18,000. Nutrition Services Supervisors who have an exigent circumstance exist will receive \$14 per day for each day of unused sick leave up to a maximum of \$19,000.

Uniforms: Effective July 1, 2014, employees working in the Nutrition Center will receive 1 apron per year in addition to current uniform allowance.

3. The District has three hundred and five (305) employees in this bargaining unit.
4. The estimated new total package costs for this agreement have been calculated as follows:
 - in the 2013-14 budget year: \$183,319
 - in the 2014-15 budget year: \$184,674

This item will meet the District's target area goal of alignment.

5. This request is submitted by Laurin Cathey, Executive Director of Human Resources; Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief Executive Officer

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those nutrition services employees in this District for whom the Minnesota Teamsters Local No. 320 is the exclusive representative; duration of said Agreement is for the period of July 1, 2013 through June 30, 2015.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 123.70 Health Standards: Immunizations

A. PERTINENT FACTS:

1. There are students in the district who are not in compliance with M.S. 123.70 Health Standards for Immunizations. The students' parents/guardians have been informed of needed immunizations, provided a copy of the law, and given information about community immunization clinics. A contact is made to verify the parents/guardians know that the child is non-compliant, understand the law, and are aware of the possible exemptions to the law. All parents/guardians have had a minimum of 30 days to comply with the law after they are informed that their child is non-compliant.
2. A list of the students is under separate cover.
3. This project will meet the District target area goals by ensuring high academic achievement for all students.
4. Requested by Mary Yackley, Supervisor, Student Health and Wellness; Dr. Elizabeth Keenan, Assistant Superintendent Specialized Services; and Matt Mohs, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education excludes the named students from school effective February 27, 2014, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: Monthly Operating Authority

A. PERTINENT FACTS:

1. The Board of Education must authorize and approve all expenditures of the District.
2. The Board of Education must ratify any changes in collateral that have been previously approved by the Assistant Treasurer.
3. This item meets the District target area goals alignment and sustainability.
4. This item is submitted by Marie Schrul, Controller.

B. RECOMMENDATIONS:

1. That the Board of Education approve and ratify the following checks and wire transfers for the period December 1, 2013 – December 31, 2013.

(a) General Account	#608312-611086 #0000438-0000470 #7000443-7000507 #0000094-0000111	\$57,554,713.14
(b) Debt Service	-0-	\$1,379,750.01
(c) Construction	-0-	<u>\$3,092,479.66</u>
		<u>\$62,026,942.81</u>

Included in the above disbursements are 2 payrolls in the amount of \$35,531,241.22 and overtime of \$177,248.92 or 0.50% of payroll.

(d) Collateral Changes:	
Released	None
Additions	None

2. That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending May 31, 2014.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: February 18, 2014

TOPIC: REAPPOINTMENT TO CIVIL SERVICE COMMISSION

A. PERTINENT FACTS:

1. A request to approve a reappointment to the Civil Service Commission was received from the Office of the Mayor for the City of Saint Paul on January 22, 2014.
2. The reappointment is for Jeannette Sobania, who was originally appointed as an “alternate” Commissioner in January, 2011. Ms. Sobania will be reappointed to assume the position of “permanent” Commissioner. She would replace Lynne Larkin-Wright who resigned effective January 31, 2014.
3. Ms. Sobania’s term would run from February 1, 2014 to February, 2020.
4. This item is submitted by Marilyn Polsfuss, Assistant Clerk.

B. RECOMMENDATION:

That the Board of Education approve the appointment of Ms. Sobania to the position of Commissioner on the Civil Service Commission as requested by the Office of the Mayor of the City of Saint Paul.



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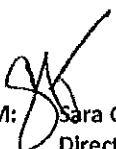
1930 Como Avenue
Saint Paul, MN 55108-2778

Telephone: (651) 744-1800 • Fax: (651) 290-8362 • www.facilities.spps.org

MEMORANDUM

DATE: February 10, 2014

TO: Jean Ronnel
Chief Operations Officer

FROM:  Sara Guyette, AIA, EFP, LEED AP
Director of Facilities

SUBJECT: Project Labor Agreements

As per the Board of Education direction, please find attached responses received from the Solicitation of Comments on the potential use of a Project Labor Agreement (PLA) for construction projects over \$250,000 in estimated costs. Responses received are summarized below.

Please ensure that this is on the February 18, 2014 Board of Education agenda for action.

School Name	Description	Associated Builders & Contractors	Associated GC of MN	National Assoc of MIn Cont	Saint Paul Build +Trades Council	Admin
Hazel Park	Flooring Replacement	No	NR	NR	No	No
Galtier	Interior Renovation for Technology Integration	No	NR	NR	Yes	Yes
Humboldt Jr	Renovations for Open World	No	NR	NR	Yes	Yes
Humboldt Sr	Partial Flooring Replacement and Pool Piping Replacement	No	NR	NR	Yes	Yes
1780 W 7 th St	Exterior Envelope Improvements	No	NR	NR	Yes	No

NR = no response

Please advise if you have any questions.

cc: Jeff Lalla, Tom Parent, Marilyn Polsfuss

RESOLUTION AUTHORIZING
PROJECT LABOR AGREEMENT

WHEREAS, Independent School District No. 625 ("District") is in the process of advertising for bids for the Galtier Community School Interior Renovation for Technology Integration ("Galtier Project"); and

WHEREAS, District's Board of Education finds the Galtier Project, having a budget in excess of \$1,764,000, to be a substantial District construction project; and

WHEREAS, District's Board of Education finds that the utilization of a project labor agreement on substantial construction projects facilitates the timely, efficient, and economical completion of such construction projects by avoiding work stoppage following expiration of collective bargaining agreements; and

WHEREAS, District's Board of Education further finds that the utilization of a project labor agreement on substantial construction projects facilitates the timely, efficient, and economical completion of such construction projects by making available a ready and adequate supply of highly trained and skilled craft workers; by permitting the District and its contractors and subcontractors to accurately determine project labor costs at the outset and to establish uniform working conditions for all construction crafts for the duration of the Galtier Project; and by providing a negotiated commitment which is a legally enforceable means of assuring labor stability and labor peace over the life of the Galtier Project;

NOW, THEREFORE, BE IT RESOLVED, that the District's Board of Education does hereby authorize and direct District's Director of Facilities to, on behalf of District, enter into a project labor agreement with the Saint Paul Building and Construction Trades Council for the Galtier Project in substantially the form and style of the project labor agreement attached hereto.

RESOLUTION AUTHORIZING
PROJECT LABOR AGREEMENT

WHEREAS, Independent School District No. 625 ("District") is in the process of advertising for bids for renovation at Humboldt Middle School ("Humboldt Middle School Project"); and

WHEREAS, District's Board of Education finds the Humboldt Middle School Project, having a budget in excess of \$4,000,000, to be a substantial District construction project; and

WHEREAS, Several building trades union collective bargaining agreements will expire in the course of the duration of the construction of the Humboldt Middle School Project; and

WHEREAS, District's Board of Education finds that the utilization of a project labor agreement on substantial construction projects facilitates the timely, efficient, and economical completion of such construction projects by avoiding work stoppage following expiration of collective bargaining agreements; and

WHEREAS, District's Board of Education further finds that the utilization of a project labor agreement on substantial construction projects facilitates the timely, efficient, and economical completion of such construction projects by making available a ready and adequate supply of highly trained and skilled craft workers; by permitting the District and its contractors and subcontractors to accurately determine project labor costs at the outset and to establish uniform working conditions for all construction crafts for the duration of the Humboldt Middle School Project; and by providing a negotiated commitment which is a legally enforceable means of assuring labor stability and labor peace over the life of the Humboldt Middle School Project;

NOW, THEREFORE, BE IT RESOLVED, that the District's Board of Education does hereby authorize and direct District's Director of Facilities to, on behalf of District, enter into a project labor agreement with the Saint Paul Building and Construction Trades Council for the Humboldt Middle School Project in substantially the form and style of the project labor agreement attached hereto.

RESOLUTION AUTHORIZING
PROJECT LABOR AGREEMENT

WHEREAS, Independent School District No. 625 ("District") is in the process of advertising for bids for partial flooring replacement and pool piping replacement at Humboldt Senior High School ("Humboldt Senior High School Project"); and

WHEREAS, District's Board of Education finds the Humboldt Senior High School Project, having a budget in excess of \$420,000, to be a substantial District construction project; and

WHEREAS, Several building trades union collective bargaining agreements will expire in the course of the duration of the construction of the Humboldt Senior High School Project; and

WHEREAS, District's Board of Education finds that the utilization of a project labor agreement on substantial construction projects facilitates the timely, efficient, and economical completion of such construction projects by avoiding work stoppage following expiration of collective bargaining agreements; and

WHEREAS, District's Board of Education further finds that the utilization of a project labor agreement on substantial construction projects facilitates the timely, efficient, and economical completion of such construction projects by making available a ready and adequate supply of highly trained and skilled craft workers; by permitting the District and its contractors and subcontractors to accurately determine project labor costs at the outset and to establish uniform working conditions for all construction crafts for the duration of the Humboldt Senior High School Project; and by providing a negotiated commitment which is a legally enforceable means of assuring labor stability and labor peace over the life of the Humboldt Senior High School Project;

NOW, THEREFORE, BE IT RESOLVED, that the District's Board of Education does hereby authorize and direct District's Director of Facilities to, on behalf of District, enter into a project labor agreement with the Saint Paul Building and Construction Trades Council for the Humboldt Senior High School Project in substantially the form and style of the project labor agreement attached hereto.

Board of Education Meetings

(Regular meetings at 5:30 unless otherwise noted

Closed meetings are all at 4:00 p.m. unless otherwise noted and are in regard to updates on labor negotiations)

- March 18
- April 15
- May 20
- June 24
- July 15
- August 19
- September 23
- October 4
- November 18
- December 9 – Closed (Superintendent Evaluation)
- December 16

Committee of the Board Meetings

(4:30 unless otherwise noted)

- February 11
- March 4
- April 8
- May 6
- June 10
- July 15
- September 9
- October 7
- October 28
- December 2